

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

Local 1 (UBC) Newsletter 'Box 11, SUB, UBC

VOLUME 2 ISSUE 8

June 4, 1974

831 STUDY CONTRACT

831 staff members in attendance at Thursday's meeting in the SUB Ballroom; a secret ballot vote of 660-80 to remain for the afternoon to conduct a study session; \$224.74 in donations collected to pay for renting the Ballroom. All facts, but when they are taken in the context of UBC supporting staff history, they become important. Responsible, intelligent, aware, serious, sensitive, etc. All are overworked, hackneyed, cliché-type adjectives, but no other words suffice to describe the response to the four hour study session. The meeting and subsequent study session were definite morale-building experiences, part of a seemingly endless procession of vital events which AUCE has confronted; events which help in determining what kind of union we are building.

It has been one of our persistent beliefs that Mr. McLean was labouring under the misconception that the Contract Committee represented no one but themselves, that they were isolated. Hopefully the study session has divested him of this erroneous assumption. For four hours there existed the spectacle of a Director of Personnel with no supporting staff personnel to direct. It is like a conductor without a symphony; he can only go through the motions. Mr. McLean's position has been depressingly consistent from the beginning of negotiations; that is, there has been an underlying unwillingness or inability to take us, the overwhelming maj-

ority of whom are women, seriously. It was Mr. McLean who inflicted upon us a series of questionable counter-proposals, and it was Mr. McLean who wanted to play the game of percentages on the wage issue. But 11.4% of very little equals even less. It was Mr. McLean who drew the immediate interpretation that negotiations had broken down, and it was he who called upon the Labour Minister to appoint a mediator. Furthermore, it was Mr. McLean who labelled our extraordinary meeting an illegal strike, threatening pay dockings and other actions. We want to negotiate our first contract as quickly as possible. In the light of Mr. McLean's apparent confrontation tactics, the Thursday meeting was an unqualified success, and it should

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NOTICE OF MEETING

The next regular membership meeting of AUCE Local #1 will be held;

THURS. JUNE 13

5:00

Buchanan 100

The agenda will include the following items:

- 1 Minutes
- 2 Financial Report
- 3 Nominations for Full-time
- 4 Organizer (each nominee to speak briefly)
- 5 Constitutional Amendment (see notice, page #3)

New Business

6. Provincial Exec. Rep. 7. Contract Committee 8. Grievance Committee
9. Newsletter & Communications 10. Any New Business page 1

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be taken as sign of our seriousness and intent to bargain in good faith.

To witness the Ballroom filling to capacity, and to experience the subsequent and almost simultaneous dissolution of much of our former feelings of isolation and powerlessness were gratifying. The overwhelming majority of AUCE's bargaining unit had voted initially with their feet and had registered their dissatisfaction with present Administration policies and contract counterproposals. The level of discussion throughout the study session was of a uniformly high quality. Four hours of patient and sensitive listening and well-informed response and contributions is a tribute to AUCE's reply to a crucial and difficult situation.

The study session was mainly geared to a point by point discussion of the contract, and the proceedings were interwoven with motions from the Contract Committee to reaffirm certain goals and with motions from the floor. The motion to reaffirm the across-the-board increase was passed unanimously. A motion to set up a Pension Plan committee was carried, as was a motion to establish a committee which would present a working paper on affiliation with a credit union. A motion to reaffirm our wage demand of \$250 a month was passed unanimously. Emerald Murphy, chairperson of the Contract Committee, moved that: "Be it resolved that the University's decision to call in a mediator was premature." This was carried and led to the introduction of another successful motion on a direct approach by letter to the Board of Governors outlining AUCE's position.

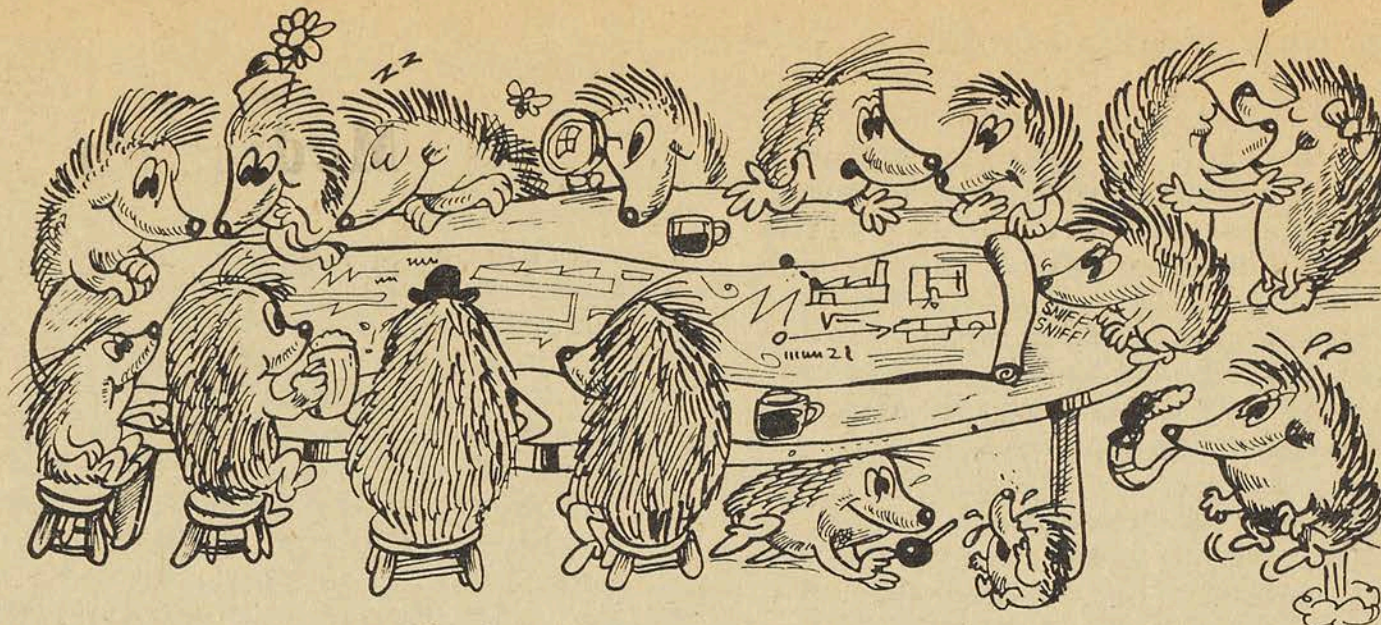
The study session was the best and most creative response to a difficult situation. The Contract Committee had presented the membership with a fait accompli, a suspension of negotiations. The Contract Committee thanks you for your splendid response, and for that masterful mixture of seriousness and spontaneity. And, in a way, we must "thank" Mr. McLean for laying much of the groundwork for the study session. But the main objective is yet to be achieved - the signing of AUCE's first contract.

by Ray Galbraith

Mediation

By: Emerald Murphy (NOT as member of the Contract Committee).

On Friday, May 31st at 10:30 a.m. I received a telephone call from Mr. Ed Sims of the Mediation Services Branch, informing me that he had been appointed as our mediator. After spending almost the whole of Friday afternoon on the telephone checking with other unions as to Mr. Sims' reputation, I came away with the impression that a number of unions are very pleased with Mr. Sims' abilities as a mediator. The first meeting will take place on Monday, June 10th and will involve face-to-face confrontation between the University and ourselves. If the meeting does not produce results, the parties will split and Mr. Sims will act as "go-Between". There is a problem involved in mediation: the goal (and job) of the mediator is to reach a settlement as quickly as possible, at whatever cost. What this means is that the Contract Committee is going to have to be very careful indeed in its display of priorities to Mr. Sims. If we show weakness in certain areas, Mr. Sims is very likely to perceive this, and suggest to the Administration that we would probably be willing to settle for a smaller offer than we initially stated. Mediation can go on indefinitely by mutual consent of the parties. Our Union will have to consider very seriously how much time we are willing (and can afford) to spend in mediation, particularly in view of the fact that Mr. Sims is currently engaged with the construction dispute and the school boards in the Kootenays and that the amount of time we can have of his schedule is severely restricted. In light of this, it is important for us to be prepared for the worst and be ready to go to binding arbitration when the Union feels that it is impossible for us to get a reasonable settlement of the first contract for its members in mediation.



EXECUTIVE REPORT

Jean Rands

The executive of Local #1 is discussing changes in the way it functions as an executive.

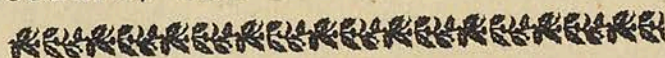
During the organizing drive, the executive was generally called the "organizing committee" and all those who were active in signing members up participated in the meetings whether or not they were elected members of the executive.

Now that we are certified, the decisions we make can affect all members and it is important to have elected representatives only making those decisions. Executive meetings are still open to all members, but only elected members of the executive may move or second motions or vote on them.

The executive includes all of the Division Stewards. Now that we have a grievance procedure, the

responsibilities of Division Stewards have increased considerably and it is necessary for them to meet as the Grievance Committee, as well as participating in the executive meetings. So far, executive and Grievance Committee meetings are being held together. One week we do executive business first, the next week we do Grievance Committee business first. However, we expect in the near future that we will have to separate the meetings. This will also involve having executive meetings less often than once a week.

The discussion of our organizational structure is continuing and there will be further reports in future newsletters.



POSITIONS FILLED

We now have representatives elected to the provincial level of our union. Els Mol and Jillian McGuinness were elected by acclamation. Also Ella Marsden was elected by acclamation at the May 23 membership meeting.

NOTICE OF MOTION

The following is the proposed amendment to Section J, Paragraph 7 of the by-laws of Local No. 1:

In the sentence "There shall be no salaried officers on staff unless it is so established by the January monthly membership meeting..." The word "January" shall be changed to "September".

IS OUR WAGE DEMAND A JOKE?

Last week eight hundred and thirty-one U.B.C. library and clerical workers attended a special study session to look at the contract and the university administration's 'proposals'. At that meeting a motion was passed UNANIMOUSLY reaffirming our wage demand of \$250.00 a month across the board. Yes, unanimous Mr. McLean!

Why did we have such overwhelming support for that motion? Was it due to the excitement and enthusiasm of that meeting? Was it simply a protest vote against the incredibly unbelievable offer of the University? Or was AUCE playing negotiating games, bargaining high by throwing out this 'pie-in-the-sky' figure of \$250?

If the university administration is trying to console itself with any of these explanations of our vote, they should think again. Our wage proposal is a serious statement of what clerical and library workers at UBC believe they need and deserve.

Our proposed contract is a result of months of research and discussion by our membership. Right from the beginning, we decided that we would not vote on contract proposals on the basis of "padding our demands" with more than we expected to get in order to bargain down to what we really wanted. We don't consider negotiating the conditions of our work a game.

Initially when the \$250.00 across the board proposal was introduced for discussion, some people were quite taken aback. Compared to what we've been used to for so long, it seemed like quite a bit of money. Even though it is a generally accepted fact that clerical jobs and 'female jobs' have been underpaid for years one starts to expect and accept it. After all, what can one do--walk individually into the boss's office and ask for a raise? Sure, it works here and there, especially if he's in a good mood that day. As a matter of fact, one of our members was telling us that just a

few years ago, she walked into Mr. McLean's office and asked for a raise. She explained that she simply could not live on the wage she was receiving, especially since she had children to support. She asked him if he could live on her wages. He agreed that he couldn't and gave her a \$5.00 a month increase!

The introduction of AUCE has challenged concretely the acceptance of the position of clerical and library workers. Now that we're collectively together, we have, for the first time, the power to have a say and change our working conditions at work.

And so we seriously looked at the facts: Forty per cent of us were living under the federal poverty line of \$500. a month for single people. None of our basic classifications were even matching the B.C. average worker's wage which is approximately \$188. a week or \$814. a month. (This figure is an April 1974 figure which is based on 12 sectors of the economy.) The cost of living nationally had risen 10.4% in the period from December 1972 to Dec. 1973

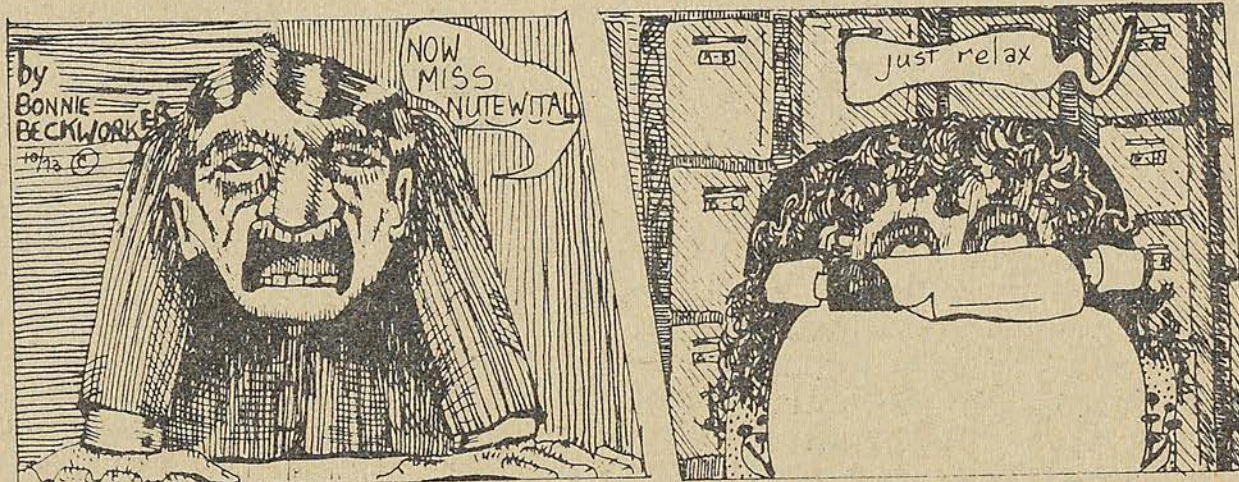
The cost of food in Vancouver had increased 20.9% during the year of 1973. Looking at contracts of other unionized clerical workers, we discovered for example that at VGH their lowest paid clerical workers were receiving \$621. a month and at Empress Foods, \$687. a month.

Then, we examined the situation at UBC. To our surprise, we discovered that even the university admits discriminating against women workers. The President's Ad Hoc Committee to investigate the status of women at the university concluded among other things that 'female jobs' were being paid less than 'male jobs' and that this was not necessarily justified in terms of work performed. At UBC the classification of "light labourer" with no specific skills or training required was being paid at a rate of \$782./month. Assistant mail clerks were receiving a starting wage of \$775. a month. Of course both these positions are unionized!

THE INFAMOUS UNIVERSITY 'WAGE PROPOSALS' !!

The following pay scales were proposed by the administration of the University during negotiations with A.U.C.E. Local #1 on May 24, 1974:

<u>PAY GRADE</u>	<u>START</u>	<u>1 YEAR</u>	<u>2YEARS</u>	<u>3YEARS</u>	<u>4YEARS</u>
Clerk 1	446	456	466	476	486
LA 1/Dicta	466	476	486	496	506
Steno/Sec 1	498	509	520	531	542
Clerk 11	523	534	545	554	565
LA 11	537	548	559	570	581
Keypunch 1	560	572	584	596	608
Steno/Sec 11	577	590	603	616	629
Clerk 111	584	599	614	629	644
Sec 111/Stack A.	618	643	658	673	688
Sr. Key/Comp. Tr.	633	648	663	678	693
LA 111	639	655	671	687	703
Sec 1V/Lib.Mail Cl.	710	726	742	758	774
LA 1V	740	760	780	800	820
Cl.1V, Admin.1,					
Senior Buyer	747	767	787	807	827
Comp.Op./LA V	789	809	829	849	869



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Our files are filled with more documentation. Increasingly, as we discussed the matter, our membership found themselves not surprised at all with our figure of \$250. What we were shocked at was the fact that for so long the University has been paying their staff such dismal wages. And that we accepted such a state of affairs!

So, Mr. McLean, that's why our wage demand of \$250. a month was reaffirmed unanimously by that meeting. We aren't playing games, and we're not being "greedy". No, we know that we're asking for a reasonable living wage that we both deserve and need. We know that the money is there, and that the Provincial government is quite willing to give the University any supplementary money it requires for justifiable union contracts. The only thing that we feel badly about is the fact that we didn't ask for this increase years ago. We've thought about it a lot, Mr. McLean. Perhaps you and the administration could too.

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Heather MacMill

#### V.G.H. VARIANCE APPROVED

The variance for clerical and library workers in the Faculty of Medicine and Biomedical Library off campus was granted on May 21, 1974. We have been organizing since January, and have now become Division 11 of A.U.C.E. Local No. 1 and will be collecting dues for June.

There are approximately 60 U.B.C. employees working at VGH who are eligible for AUCE membership - roughly 80% are signed members. Ninety percent of the secretarial staff here are in the broad classification of Secretary II and work side by side (some even in the same office) with VGH medical stenos doing identical work. The VGH medical stenos make \$732.50 per month with an increase to \$795.00

in January 1975. This has made us fight even harder for AUCE and our fellow workers here and on campus.

On a small scale we are in a similar situation to campus workers in that our 60 employees are divided into 12 departments and spread out in 10 different buildings. Since being active in AUCE we have come to know one another and also feel much more a part of U.B.C. Thanks from all of us for all the hard work that was done before we joined. We are happy to be a part of AUCE.

Ruth Allan

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Association of University and College Employees, Local 1

Period from September 24, 1973
to May 15, 1974

Statement of Income and Expense

Income

Application fees	\$ 1,987.50
and donations	644.50
Dues	2.80
Other - net	
	<u>2,634.80</u>

Expenses

	192.00
Postage	483.75
Printing and Stationery	600.00
Rent	150.39
Telephone and telegraph	153.75
Other	
	<u>1,579.89</u>

Excess of revenue \$ 1,054.91
over expenses

Audited by the firm of Winspear,
Higgins, Stevenson & Co., chartered
accountants.

Treasurer's Report

Proposed Expenditures

May 23, 1974

At this point we cannot present a complete budget. However, it should be of interest to the members that the monthly expenses of another union on campus, exclusive of rent and salaries, are \$500.00.

The following list of equipment and supplies should give us some idea of how much it will cost to set up an office and stock it.

Furniture and equipment (Approx.)

Electric Typewriter (used)	\$ 200.00
Annual Service contract	42.00
Desk with typing arm	150.00
Steno chair	40.00
Twp ordinary chairs (\$15 ea.)	30.00
Model 820 Gestetner - New**	890.00
Gatherette collator	13.56
Bookcase which could double for storing stationery	150.00
Desk orderly	8.00
	<hr/>
	1,523.56

Less cost of Gestetner	<u>633.56</u>
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**We will be able to get one on loan. The total cost of a 5 year lease @ \$24.00 per month would be \$1440.00

NOTICE OF MOTIONS. MEMBERSHIP

MEETING JUNE 13, 1974

MOTION: That the Executive be empowered to make expenditures to a maximum of \$1,800 to equip and stock an office for the Union when, in the opinion of the Trustees and the Treasurer it is within the financial ability of the Union to do so.

MOTION: That no expenditure in excess of \$100.00 shall be made by any officer or member of the Union without prior approval at an executive meeting, *exclusive of the initial expenditures necessary to equip an office.*

MOTION: That, exclusive of the initial expenditures necessary to equip an office, no expenditure in excess of \$150.00 shall be made by any officer or member of the Union without prior approval at a membership meeting.

MOTION: That the Executive be empowered to sign leases for the rental of equipment which in its opinion are essential for the conduct of the business of the Union, or to maintain equipment which the Union owns.

MOTION: No order for goods or services of any sort shall be made on behalf of the Union by any officer, steward or member without prior consultation with the Treasurer.

Sandra Lundy,
Treasurer.

KNOW YOUR UNION

Do you have questions about AUCE?

Want to know what is going on?

Have you questions about Union policy?

Maybe you have suggestions.

Just write a letter to the Editor. All correspondence will bring prompt replies.

Write to: The Editor
AUCE Newsletter
Box 11, SUB
U.B.C.
Campus Mail

STAFFING THE UNION OFFICE

At a special membership meeting on May 23rd, 1974 a motion was passed to amend the Local By-Laws so that the union can hire a full-time staff person.

Section J, paragraph 7 now has an additional sentence which reads:

"Not withstanding the foregoing the local may hire a temporary organizer from amongst the membership until the 1st regular fiscal meeting at which time the position will be reviewed."

Nominations were then opened for the job and it was approved that nominations will close at the regular June membership meeting on Thursday June 13th. The election will then be held by referendum as soon as possible and anyone willing to help in organizing this vote should contact the Union office.

Jackie Ainsworth, Donna Herriott, Ann Hockey, Dick Martin and Eleanor Somers have been nominated. Members may nominate themselves as well as other people whom they think would be qualified. Anyone who is interested in the job or who wishes to nominate someone should do so in writing, addressing it to the Secretary, AUCE Local 1. Either drop it off at the Union office, Room 228, SUB, or put it in campus mail to Box 11, SUB.

The following motion was also approved at the May 23rd meeting:

"The full-time staff person be paid at the regular job rate which they receive in their job at UBC."

The executive feel that it is important that anyone standing for the position should be aware of what the job will involve. The date of the annual fiscal meeting may be moved up to the autumn, so the job will be reviewed then. A letter of agreement has been signed with the university providing for leave of absence for any member who is chosen to work full-time for the Union. Seniority will accumulate during the leave to a maximum of one year, and all benefits will continue with the union and/or the employee paying the premiums.

Jean Rands' article in the last newsletter pointed out that "Whoever is in the office will be expected to answer all kinds of enquiries about AUCE and to advise on grievances and other problems."

In addition, the person in the job should know the University, be able to do research and gather information, have clerical skills and almost certainly be prepared to work on weekends and in the evening. As AUCE relies so much on volunteer support, a lot of co-ordination will be involved.

In an attempt to define the job more clearly, the Executive agreed at its May 28th meeting that the following duties would most likely be required of our office organizer. A more complete description is available in the office.

1. Maintaining our union records for every member.
2. Maintaining our grievance records, including confidential files of employees who have had grievances processed, and a subject index so that grievances which set precedents can be referred to.
3. Bookkeeping--adequate records of all revenue and expenditures for the union.
4. Co-ordination of meetings and booking rooms, including preparation of material for such meetings.
5. Internal Union Communication.
6. Researching information and the creation of a library.

Anyone standing for the position of union organizer should realize that the job can only be done with the continuing support and help of the membership, and that they will have the assistance of members who are trained in bookkeeping and the advice of accountants on financial matters.

Remember, Melody liked the job, and she was doing it for nothing! It could be a great job, it's an essential job, and anyone who is equal to the challenge will be helping people in a most positive and worthwhile way.

Sandra Lundy

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