

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

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

VOLUME 2 ISSUE 2

FEBRUARY 18, 1974

DIVISIONS DISCUSS CONTRACT

Many of the divisions have already started discussions on contract demands! A lot of really excellent ideas have been coming out in these discussions but unfortunately we only have room in this newsletter for a few.

Most divisions felt that across the board wage increases were preferable over percentage wage increases since that would allow substantial raises for lower paying jobs. One suggestion was for parity with other B.C. government employees and some divisions felt that an automatic cost of living raise clause was needed. It was felt that the job re-classification system should be completely revised to more closely reflect the job being done and that that would probably necessitate a more differentiated classification system. Most divisions felt that job vacancies should be posted with complete job descriptions including duties and qualifications, with the Personnel Office issuing a detailed guide to all employees on how to apply for vacant positions. Within that, it was felt that seniority should be an important criteria when being considered for job vacancies and that also, seniority should be rewarded with some kind of regular wage increase on a yearly basis. Most employees felt that vacations should be either 3 or 4 weeks after one year and that the probation period should be 3 months or less. Most divisions felt that the length of the contract should be 1 year and that the next negotiations should take place in September. Discussions on the hours per week seemed to vary greatly; anywhere from 32 hours to $36\frac{1}{4}$ hours per week and 4 days to 5 days per week. Discussions on overtime varied from $1\frac{1}{2}$ time for the first 4 hours to doubletime for any overtime. Most divisions felt that the union shop was the best but the Rand Formula was also discussed. The general sense was that sick leave should be increased per month with no limit on how many days could be accumulated and that staff should be allowed to take one UBC credit course per year with some sort of price reduction and some system for making up lost time. Other issues discussed were transfers, special leave, leave of absence, strike, retraining and terminations.

It is important to remember that the foregoing are only different suggestions coming from the divisions and are by no means the final results; but the division meetings are extremely important in determining the contract proposals that will be made to management. If you are having trouble finding out when your division meetings are being held, phone the AUCE office at 224-5613 from 11-3.

IMPORTANT MEETING -- FEBRUARY 28!

There is going to be a special meeting for all union members on Thursday, February 28, right after work in the Grad Centre, Garden Room so that we can all together discuss what we want to see in the contract and hopefully come out with concrete proposals for the negotiating team. It is a very important meeting and if you want the team to be representative of what you think, the only thing to do is to come to the meetings and make yourself heard!

LOCAL #1 OFFICE
Room 228, Student Union Building
Monday - Friday, 11:00 - 3:00
224-5613

REMEMBER - Every Tuesday at 5:15 the Executive meets in the back of the SUB cafeteria. These meetings are open to the membership at large and all members are encouraged to come and participate.

WHERE WE'RE AT

Right now, while we prepare for negotiations and wait to hear from the Labour Relations Board, it is essential to keep signing up new members and keep up-to-date lists of members and non-members. The Labour Relations Board may order a vote of all clerical and library workers to decide on our application for certification. The union can only win this vote if a majority of all those eligible vote in favour (i.e., abstentions count against the union).

This means we will need an effective communications system that covers the campus, with a union representative in each office to keep lists, sign up new members, and get everyone (members and non-members) out to vote in favour of AUCE.

The logical people to play this role are the stewards. The By-laws of Local 1 provide that each office or department of from 5 to 20 people shall elect a steward. Some divisions have already begun to elect stewards.

After we negotiate a contract with the administration, the stewards will have an additional responsibility. The contract lays down the rules that the administration agrees to follow in its dealings with employees, and includes a grievance procedure to settle conflicts between employer and employee about the interpretation of those rules (in promotion, reclassification, working conditions, etc.). We hope to be able to organize a seminar, after more stewards have been elected, to discuss how a grievance procedure works and the role of stewards after the contract has been signed.

Even before the contract is signed, stewards should watch for injustices against the people they work with. While we don't yet have a formal grievance procedure, we can sometimes act on specific cases, especially where personnel or a department head is breaking the university's own rules. If you have a grievance, contact your office steward. If you don't have a steward, contact your division steward and help set up an election.

LOCAL #2 FORMED AT SFU

On Feb. 7 the Provincial AUCE chartered its second local at Simon Fraser University. At the charter meeting, Feb. 12, the by-laws were passed and elections were held for executive positions. A membership drive of the approx. 500 non-unionized support staff is now under way! OTEU is also trying to organize SFU at the same time but AUCE has an enthusiastic organizing cmtte. made up of employees there, and although it may be tight, we are hopeful that soon we will have a certified local of AUCE on the SFU campus. The expected date of making an application for certification at SFU is May, 1974. Let's hope for the best!

CHANGE IN HIRING PRACTICE?

Last year, the Report on the Status of Women sponsored by the Women's Action Group at UBC stated that there were 9 Stack Attendant positions in the Library for which only men were hired. Stack Attendants who sort and re-shelve books earn between \$135 and \$184 more a month than the Library Assistant 1's who are mainly women.

This situation changed in January when several women applied for a Stack Attendant position. The men on the job supported the women and seriously encouraged them to apply. As a result there is now a woman Stack Attendant.

This and the fact that a male secretary has been hired in Education is a big step in fighting job discrimination on the basis of sex. Let's hope we see more women in traditionally male jobs and vice versa.

NEGOTIATIONS SEMINAR - FEB. 24

On Sunday, Feb. 24 (10:30-4:00) at Fisherman's Hall Board Room (138 E. Cordova) we will have a day long seminar on How To Negotiate. A few of our "expert" friends from trade unions and one lawyer will be there to discuss with us the tactics (and tricks!) of negotiating. We're all new to this so we figure we need a little help to get started. The seminar will be especially valuable for the division reps on the Contract Cmtte. since they will be the ones most directly involved in the actual negotiating; but all AUCE members are welcome and encouraged to come. If we sign a one year contract, it won't be long before we need a new negotiating team and the more people that know about this process, the better off we'll be! So remember the date and come if you can...even for a couple of hours.

VANCOUVER GENERAL HOSPITAL - NEW LOCAL?

Since AUCE Local #1 has applied for certification, we have received several inquiries from the UBC staff at VGH about the union. UBC staff at VGH were not included in the application that is now pending before the Labour Relations Board. On Feb. 19 however, there will be a meeting to discuss the possibility of the UBC staff there forming a new local and applying also! Further news in the next newsletter about the results of the meeting.

UNIVERSITY STAFF SALARIES FROZEN?

Since the provincial budget was brought down on Feb. 11, the situation regarding university operating grants has been very confused. This is significant because it will have a direct effect on our salaries. The Union has issued a press release calling on Premier Barrett to clarify the situation and the Treasurer delivered an editorial on the radio twice on Feb. 13. Suffice it to say that the situation is so serious that a UBC Faculty Association meeting voted in favour of forming a union.

The following is part of the statement issued by AUCE to the press:
"The Association of University and College Employees calls on Premier Barrett to clarify his government's position in relation to university operating grants. Specifically, we would ask his assurance that the government does not intend to freeze wages of university staff at their present low level."

President Walter Gage of UBC admitted yesterday that recent wage increases to university staff "were in general lower than those prevailing in the community" and implied that it will be staff who suffer under the new budget. UBC clerical workers now make as little as \$408/mo. The government's freezing of operating budgets while increasing UBC's capital grants for new buildings suggests that university support staff are once again being forgotten."

The executive will be watching developments in this area most carefully, and will try to keep the membership informed.

END OF PROBATION INCREASE

Pay increases that are normally due to people finishing their 6 months probation are still being withheld by the University. We feel that this action is unjustified by the meaning of both the old and the new labour legislation. Our lawyer has been in correspondence with the Personnel Dept. and we have requested him to contact the Labour Relations Board to ask that people working at UBC get the probationary pay increase they deserve. If you are affected by this situation, please contact the union or call Dick Martin at [redacted]. Also if you have gotten a probationary raise as of Dec. 14 please contact us as this would show a contradiction in the university's policy and allow us to make a better case.

SORWUC - A NEW UNION FOR DOWNTOWN OFFICE WORKERS

Last summer a new union was certified for a small downtown legal office. The Service, Office and Retail Worker's Union of Canada is a union similar in principles to AUCE. It is a democratic and independent union formed by working women in Vancouver.

It is a union committed to organizing women workers in banks, offices, restaurants and retail stores. In one of their first press statements after they were certified, SORWUC said "We cannot wait for governments to legislate improvements or international unions to 'decide' that we exist. We must organize ourselves."

When people leave UBC to work elsewhere, chances are they are going to be working in another unorganized place. (Only 1 out of every 5 working women in BC is in a union.) But when we do decide to unionize, it is important to be in a union that we control, not one that controls us. Hopefully AUCE and SORWUC will begin to work together in the future on issues that concern us both. We have a lot in common with downtown office workers, and as we have already seen at UBC, the more of us that get together, the more we can do.

If you know anyone working outside UBC who is thinking of joining a union, have them contact SORWUC and talk to some of the women there. (Call Melody at [redacted] or Tracy at [redacted] in the evenings.)

DIVISION STEWARDS

- Div. I - Lorraine Langille, Registrar's Office, [redacted]
- " II - Jill Saunderson, Office Services,
- "**III - Verity Wormald, Centre for Cont. Ed., [redacted]
- "** IV - Bonnie Schoenburger, Community and Regional Planning, [redacted]
- "** V - Irene Abbott, Botany, [redacted]
- " VI - Alice Johnson, Education, [redacted]
- "**VII - Edna Lundon, Rehab. Medicine, [redacted]
- "**VIII - Ian MacKenzie, Sedgewick, [redacted]
- " IX - Glenis Williams, Woodward, [redacted]
- " X - Francis Reynolds, Government Publications, [redacted]

** Since division stewards are not yet elected in these divisions, the names listed are simply people to get in touch with for information about division meetings.

AUCE FINANCIAL STATEMENT
(Position as at February 14, 1974)

INCOME

Income from application fees and donations	\$1,000.00
Income from party	<u>147.65</u>
Total	1,147.65

EXPENDITURES

Postage	\$ 216.00	
Printing	42.35	
Telephone	86.26	
Office Rent	500.00	
Miscellaneous	18.26	
Party Expenses	<u>138.86</u>	
Total		\$1,001.73

BALANCE

145.92

A financial report was given at the general membership meeting of Local 1 on Feb. 14th, and the message was clear: THE UNION NEEDS MONEY!

Since we formed last August, the union has spent almost exactly as much as it has taken in in membership fees and donations. The exact amounts are outlined in the financial statement above. We now face two problems. First, we do not have enough money to pay an outstanding bill of \$200 to Press Gang Publishers for the printing of our constitution, and we are heading into a period when we are going to require more money to run the divisions and meet other expenses.

Therefore, an appeal was made to the members present to make a donation to the Union. Blank cheques were distributed and we collected nearly \$80.00.

It was pointed out that if every member donates just \$1.00 a month until we are certified, AUCE would have an income of \$650/mo. and that would be sufficient to cover our expenses. We had previously asked members to pledge the amount of union dues - \$4.50 per month.

Donations of cash or goods in kind such as paper stock are most welcome, but cheques are the best, marked 'donation' because they make it possible to keep applications for membership fees separate from other income.

Please pop an envelope in the mail to Box 11, SUB today!

Bank _____ Date _____, 1974
Branch _____
Account No. _____

Pay to the
Order of Association of University & College Employees \$ _____
_____/100 Dollars

Signature

RETURN REQUESTED

A.U.C.E.
Box 11
Student Union Building
UBC
Vancouver 8

FIRST CLASS MAIL