

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

Local 1 (UBC) Newsletter 2162 Western Parkway

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AUGUST 19, 1974

SPECIAL STRIKE ISSUE

PROGRESS HAS BEEN MADE BETWEEN THE UNIVERSITY AND A.U.C.E. OVER NON-MONETARY ISSUE. HOWEVER, UNLESS WE CAN AGREE ON WAGES, WE WILL BE FORCED TO GO OUT ON STRIKE. BELOW IS A BREAKDOWN OF WHAT OCCURES BEFORE DEFINITE STRIKE ACTION IS TAKEN:

- 1) REFERENDUM STRIKE VOTE - ANNOUNCED AUGUST 8 THAT 85.5% FAVORED STRIKE ACTION. THIS VOTE CLEARLY DEMONSTRATED AUCE'S DETERMINATION TO STAND FIRM ON THEIR WAGE DEMAND.
- 2) MEDIATOR'S REPORT - AFTER MEDIATOR ED SIMS HAS REPORTED TO THE MINISTER OF LABOUR, AUCE CAN THEN LEGALLY STRIKE.
- 3) STRIKE NOTICE - IN THE MEANTIME, AUCE SERVED NOTICE ON THE UNIVERSITY ON AUGUST 16 IN ORDER TO BE PREPARED IF AND WHEN WE HAVE TO GO OUT ON STRIKE. AUCE CAN STRIKE 72 HOURS AFTER AUGUST 16 (PROVIDED THE UNION HAS BEEN NOTIFIED THAT THE LABOUR MINISTER HAS RECEIVED ED SIMS' REPORT).

THERE WILL BE A SPECIAL MEMBERSHIP MEETING
THURSDAY, 22ND AUGUST, 1974 AT 5 O'CLOCK
TOTEM PARK, MAIN LOUNGE / AGENDA ON PAGE 4

COME TO THIS MEETING AND EXERCISE YOUR RIGHT TO VOTE

STRIKE COMMITTEE REPORT - Heather McNeil

Approximately a month ago AUCE members realized that there was a good chance that the contract might not be settled "at the table". As a result, we decided to set up a volunteer committee to look into the alternative action to back up our wage demands.

Since the successful strike vote the committee's role has become quite clear - how to develop the strategy for a successful strike if it becomes necessary. We are concentrating on three major areas:

- 1) INTERNAL SUPPORT - consolidating and expanding our existing support within the University. This involves communication and joint work with other workers on campus, faculty and students. Also, we are assessing the most opportune time and ways to close down the University.
- 2) EXTERNAL SUPPORT AND PROVINCIAL GOVERNMENT PRESSURE - developing our contacts with the media to ensure good press coverage. Approaching different unions, particularly those who might be affected by the strike (i.e. telephone workers, post office workers, bus drivers, etc.) and soliciting their active support. Asking different groups and individuals for their assistance. Generally attempting to get across our situation, particularly as clerical workers, to the general public.
- 3) FINANCIAL AND LEGAL - getting legal advice on all aspects of conducting a strike. Possibly setting up arrangements with a credit union for short term loans if necessary.

This is a very sketchy and general description of what our committee is doing. Many exciting and creative ideas have evolved out of discussions in this committee. One thing is clear, though, waging a successful strike involves a lot of hard work by many people. WE NEED AS MANY VOLUNTEERS FOR THIS WORK AS POSSIBLE. PLEASE seriously consider helping out and, if you can, give your name to a steward or call the AUCE office at 224-5613.

THERE WILL BE A MEETING OF THE STRIKE COMMITTEE ON MONDAY, AUGUST 19th in the 4th FLOOR CONFERENCE ROOM OF THE IRC BUILDING AT 5.00 PM EVERYBODY IS WELCOME
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*REPORT FROM THE CONTRACT COMMITTEE * *
by Ray Galbraith

In general terms the session was incredible; a culmination of the subcommittee meetings, a tying-together of many of the loose ends of the contract, and a discussion of the wage demands and offers. It was illuminating; the strike vote and the strike potential, especially during Registration Week, appear to have moved the University considerably on many issues.

Before Mr. McLean's arrival at the Mediation Services Commission we informed Mr. Sims of the strike vote results. Mr. Sims then asked if anything had happened since the vote which might affect his role as mediator. We proceeded to tell him about the subcommittee meetings and of our meeting with Ms. Dailly. He asked if we had moved off from our last wage demand, and . . . we informed him that we had not. Sims left the room to meet with Mr. McLean and Mr. Burian in their caucus room. Before adjourning for lunch Sims told us that the proposals we had submitted on the issues discussed at the subcommittee level had met with little opposition from Mr. McLean.

(Mr. Sims met with AUCE negotiators after the lunch break, and inquired about wage demands.) We replied that we had considered the wage issue in caucus and that we were prepared to recommend the following to the membership: April 1st, 1974 - \$75; July 1st, 1974 - \$75; Jan. 1st, 1975 - \$75. He (Sims) pressed us to assure him that the chances of AUCE's membership accepting such a recommendation were good; we said that there was "reasonable assurance that it will be accepted."

Sims returned with Mr. McLean and Mr. Burian shortly indicating that "the purpose in bringing you together at this time is to have quite a run over the documents put before me and the employer this morning."

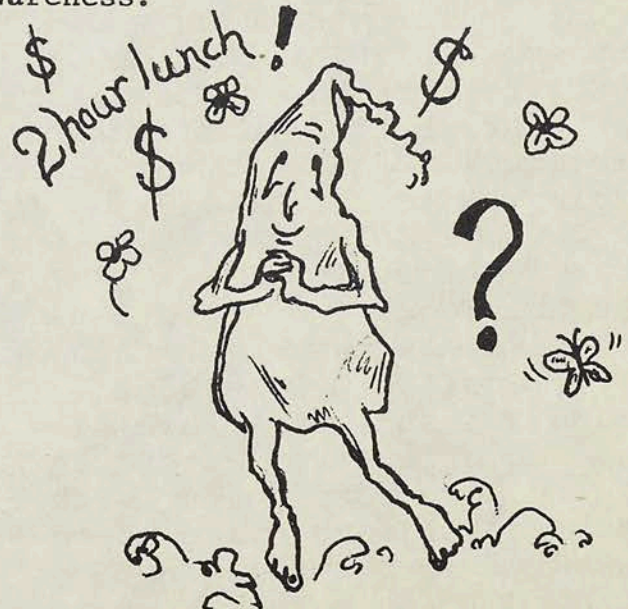
Mr. McLean spoke first, and over the next hour . . . what occurred . . . was literally amazing; Mr. McLean proceeded to agree to a lengthy list of outstanding clauses: contacting at work; study benefits; picket lines; loss of pay to investigate grievances;

permanent library card; Working Conditions Committee; employee files; general clauses; promotion, transfer, layoff and recall (although some articles are still outstanding); seniority; discharge; (and) an alternative letter of agreement on the taxi voucher proposal, the essence of which was that it would be available to women employees only, and that it would be reviewed by both the University and Union Dec. 1st, 1974, at which time it would be continued or be replaced by some more effective scheme. Mr. McLean then raised the two-hour lunch Union meeting proposal; he presented a counter-proposal giving the Union a two-hour lunch every second month; we almost fell off our chairs in glee, but we said that we would consider it in caucus. We came to rapid agreement, with minor changes, on our job description, job evaluation, and reclassification clauses.

After a brief caucus, McLean suggested we deal with shift work at the subcommittee level.

Evidently our strike vote had a sobering effect on the University; we must continue to narrow the outstanding issues in the contract, and this approach strengthens our bargaining position on the wage issue considerably.

The way to consistently and forcefully back our position is not to let up on the pressure we are applying to the University. Mr. McLean is cognizant of this unabating pressure, and the history of the negotiations has shown us that results are achieved through membership action and awareness.



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STRIKE STRATEGY

Susanne Lester, Contract Committee

Friday, Aug. 16 the A.U.C.E. Local #1 executive served strike notice to the University. When Mediator E. Simms has reported to the Minister of Labour, A.U.C.E. Local #1 can strike at any time upon approval of the membership in the next three months.

The effectiveness of short strikes strategy relies on putting the maximum pressure on the University. Three alternatives have been considered for strike action.

1) Math Conference

Striking the International Math Conference would certainly embarrass the University in the eyes of the community, however, as library and clerical workers are not directly involved in the Math Conference, A.U.C.E. would have to rely solely on the support of other unions on campus to make the strike effective. As well, A.U.C.E. would not have time to organize a good strike by the beginning of the Math Conference.

2) Registration Week

In terms of effectiveness, a strike during registration week would cause the most chaos to the University. A one or two day strike during registration would be as effective as a three or four day strike later, as the amount of re-scheduling would be tremendous! A.U.C.E. could spend the first day of registration distributing leaflets and informing students of the issues, forcing us to strike.

3) First Week of Classes

As the Faculty Association executive has issued a statement supporting A.U.C.E.'s wage demands, a strike at this time would be effective in terms of faculty not crossing our picket lines and classes being boycotted. Rescheduling for registration would again be postponed causing even greater confusion, and putting more pressure on the University.

B.C. FEDERATION OF WOMEN

On August 24th and 25th, at the UBC Centre for Continuing Education, there will be a meeting of the steering committee for the formation of the B.C. Federation of Women. Briefs will be accepted before August 24th for recommendations to the founding convention on September 14 and 15, 1974.

The steering committee has outlined women's politics, resource exchange and communications as their proposed functions.

FOR MORE INFORMATION call:

Joyce Hammond at [REDACTED]

SPECIAL MEMBERSHIP MEETING

Thursday 22nd August 5 p.m.

Totem Park -- Main Lounge

STRIKE MEETING AGENDA

1. Minutes of membership meeting of Aug.
2. Contract Committee Report
3. Strike Committee Report
4. Discussion on strike action
5. Other business

