

# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

November 7, 1978.

# 1

FROM THE CONTRACT COMMITTEE

PRELIMINARY THOUGHTS TO THE NEXT ROUND OF NEGOTIATIONS

Contract negotiations for Employee Relations' Bob Grant and Jane Strudwick are a "game." The game is relatively simple as it involves one basic tactic: STALL. The tactic works. It wears on Union members and negotiators alike and results in minimal gains while draining resources and energy. In past years the tactic has been effective because of a pervasive but unsubstantiated myth that the only effective time that our Union can strike is registration week. The myth fosters the following progression in negotiations: (1) Our contract expires and negotiations belatedly begin; (2) Union proposals are stonewalled by the most obtuse arguments; (3) A mediator is appointed (meanwhile it is now some months after our contract has expired); (4) The mediator forces concessions from both parties, usually in the form of dropped proposals, to speed up negotiations; (5) August arrives and the annual strike vote is taken; (6) 72 hour strike notice is served; (7) Progress, of sorts, is made in the form of some kind of settlement. Five months after our contract expires, we sign a new one. Seven months after our contract expires, we get interest-less retroactive wages. In the interim, the articles that we manage to win have for all intents and purposes been rendered useless. We think it is fair to say that we have played the game to the University's rules in the past two sets of negotiations and not surprisingly have suffered.

The next set of negotiations should be played to our rules. Our simple game plan should be: NO CONTRACT, NO WORK. This means that the membership of this Union will have to make its mind up by the end of March whether it will accept the University's proposals or take job action to support the Union's. This is to say that we do not believe that registration week is the only time that we can take effective job action. There are many vulnerable areas on this campus involved in year-round operations that are vital to the functioning of this University that can be hit to apply economic pressure if need be. With ample discussion of our proposals it is also more opportune at the end of the academic year to enlist student support instead of alienating them by disrupting their education at the beginning of the year.

If we are to get a new contract upon the expiration of our present one, we must begin now to formulate our proposals so that we may commence negotiations no later than January. With this view in mind we would ask you to consider the following arguments concerning proposals that we would like to see on the negotiations table. Your feedback on these proposals and your suggestions for other changes would be most appreciated. A proposed schedule for the next set of negotiations is printed in the summary at the end of this bulletin.