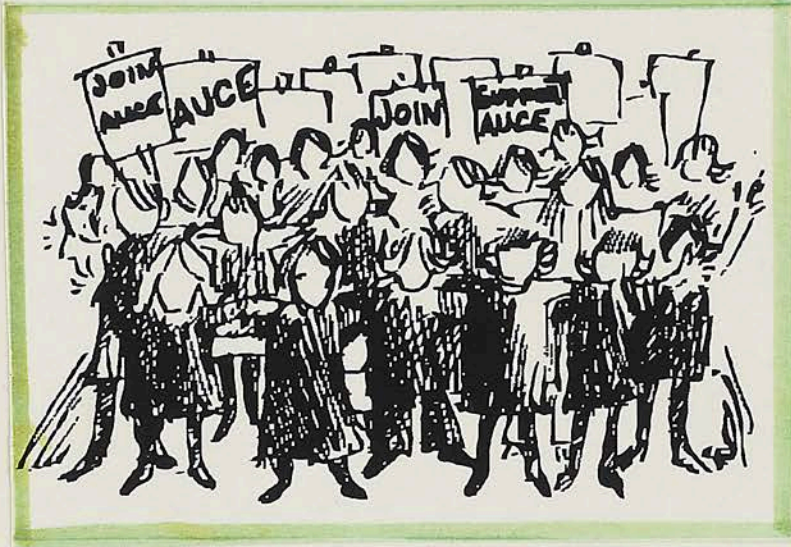


# JOIN AUCE

AN INDEPENDENT CANADIAN UNION



There are over one thousand clerical and library workers at UBC. The University could not function without us. Yet we are generally ignored. "University Community" usually means faculty, sometimes means faculty and students, but almost never includes support staff.

We are the only section of the university that is not organized. Because we each deal with Personnel as individuals, we have no power over our wages, job classifications, or working conditions.

IT IS OUR LAWFUL, DEMOCRATIC RIGHT TO UNIONIZE to change this situation. It is illegal for the University to harass, intimidate or fire anyone for union activity. If over half of us join AUCE, the union can be certified by the Labour Relations Board, and the University will be legally required to negotiate with us as a group. By working together, we can use our power—the power that comes from our numbers and importance of our work—to gain higher and more equitable wages, better working conditions and more control over our working lives.

# ABOUT OUR UNION

The Association of University and College Employees (AUCE) is an independent union with a Provincial structure started by people who work at UBC. We have written our own constitution to ensure a democratic organisation at all times. Workers at each university in B.C. will comprise a completely autonomous unit that determines its own structure, negotiates its own contracts and decides what to do with its own finances. Each local association has clear rights of secession and maintains all its assets.

Our independent association will be able to deal effectively with the problems facing staff at UBC. Once AUCE has been certified, the union will have all the powers to protect its members of any union, and it will be run by and for those who work here. Because all positions within AUCE are subject to the recall and discipline of the membership, we need not answer to the demands of a highly-paid elite group of union executives. AUCE can speak directly to the personal problems of every staff member. Our strength lies in our democratic structure and in our ability to give personal attention to everyone. We are all experts in knowing our own problems. It is by signing up a majority of people to form a certified bargaining unit that we can come together as responsible members of the university community and provide solutions.

## ESTABLISHED TRADE UNIONS

Over the last few years, both an international union (Office and Technical Employees Union— OTEU) and a national union (Canadian Union of Public Employees— CUPE) have tried to organ the office and library workers at UBC. Both unions, though they had high-priced professional organizers, failed to get us a contract. These unions are almost completely male-dominated and the contracts they have signed, at UBC and elsewhere, consistently discriminate against women workers. Neither of these unions is for us. We want control over our union as well as our job situation.



## WHAT CAN AUCE FIGHT FOR?

The demands that AUCE will negotiate for after we are certified will be determined democratically by all the membership. The following are some of the areas we can negotiated over, and some proposals. Most of the proposals listed here were approved by a majority of support staff in the Library for inclusion in a brief by the Committee on Salaries and Benefits of Supporting Staff.

**WAGES:** Without a union, our wages often bear no relation to our work or to the cost of living. Other public service workers in B.C. received a **minimum** \$75/month raise last summer. We got \$50, and a large chunk of that has been eaten up by increases in the cost of food and housing already.

**JOB CLASSIFICATIONS** are now arbitrary and inconsistent, and allow for inequality, particularly between men and women. (This saves the University a lot of money, since 90% of clerical and library staff are women!) And requests for reclassification usually take months to be resolved. We can negotiate a rational job classification system, to bring pay into line with the type of work we are doing.

**SHORTER HOURS:** Because of unemployment, and because of the travel time involved in working at UBC, UBC should set an example— a 4-day, 32-hour work week.

**IMPROVED VACATIONS:** UBC needs a whole new vacation schedule. SFU has three weeks after one year. We should have at least that, plus more after 3 years' service. Also, it would be good to have more opportunity for leave of absence without pay.

**GRIEVANCE PROCEDURE:** With no union, and no stewards, working conditions often depend on the individual supervisor. A disagreement between an employee and a supervisor is almost always resolved on the side of the supervisor, since the supervisor has all the power. Grievance Procedure allows the employee to participate in decisions about transferring from one job to another, changes in job content, etc.

**DAY CARE:** Day care should be made available to all children over 18 months of age and time off, within reason, should be given to staff to work in day care facilities without having to make it up.

**OTHER AREAS** that need to be changed through negotiations include: sick days, severance pay, overtime rates and shift differential, particularly for library workers.

## **SIGN UP NOW !!!**

To be certified by the Labour Relations Board, we need to sign up a majority of clerical and library workers (that means about 600 members!) within three months. That is, by the middle of December!

If you would like to join, or help sign up other people, or meet someone for lunch to talk about it, send the form below to AUCE, Box 11, SUB, UBC.

Or phone Dick (██████████) or Jean (██████████)

- 
- I would like more information about AUCE.  
 I would like to join AUCE.  
 I would like to help in the organising drive.

NAME.....

ADDRESS.....

HOME PHONE.....DEPT.....

(all replies in strictest confidence)

# UBC Staff: LET'S LOOK AT OUR WAGES!

## What we earn

Here are a few of our average monthly salaries:

Clerk I	\$325
Library Assistant I	\$336
Clerk II	\$388
Dictaphone Typist	\$335
Secretary II	\$441
Secretary III	\$496
Keypunch Operator	\$421

Of the 1,588 non-unionized employees at UBC, 336 are men and 1,252 are women. The average monthly salary for women staff workers is \$468 and the average salary for men is \$605, a yearly difference of \$1,632 per employee. Among only clerical workers, there are 104 men and 966 women. The average monthly salary for non-unionized women clerical workers is \$438, and the average monthly wage for the men is \$550, a difference of \$1,344 per employee per year. (Data from a Preliminary Report of the *Report on the Status of Women at UBC*; forthcoming January 1973. All data provided by the UBC Administration and dated July 10, 1972.)

## Comparison to National Poverty Level

Statistics disclosed by *Statistics Canada* in the last week in October show the average annual income of the male head of a Canadian family to be \$9,634, and the average income of the female head of a Canadian family as \$4,289. Since over 2 million of the 2.8 million female labour force are either supporting themselves or are the sole support of dependent children, the myth that most women workers are only working to supplement a husband's income or for entertainment has been exploded. Many women working at UBC are supporting student husbands, or children. The poverty line for a family of three is \$4,026. A Clerk I at UBC earns an average of \$3,900 per year.

## Wage Inequalities

The only answer is to organize and help each other to secure a living wage through bargaining together, but the present unions on campus are no answer. They have done nothing to make equal pay for equal work and equal job opportunity for men and women a reality. For instance, the data provided in the *Preliminary Report* (see above) shows that 91 percent of unionized women at UBC are below the median union salary, while only 55 percent of the unionized men are. The average unionized male salary is \$699.69, while the average female union rate is only \$525.00. The average yearly difference in salary between non-unionized men and women staff employees is \$1,632; under the existing union contracts, this differential is \$2,096.28.



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The Association of University and College Employees is now organizing at UBC. We are committed to ending these inequities. If you are interested in information, detach and send this form to Box 11, Student Union Building and we shall contact you. (Replies in strictest confidence)

NAME.....

DEPARTMENT.....

ADDRESS.....

PHONE.....