

The Association of University and College Employees, Local 2, has been bargaining with Simon Fraser University since June 1978 to arrive at a third contract. The second contract expired March 31, 1978. The AUCE Local 2 covers approximately 600 library, technical and clerical employees at S.F.U.

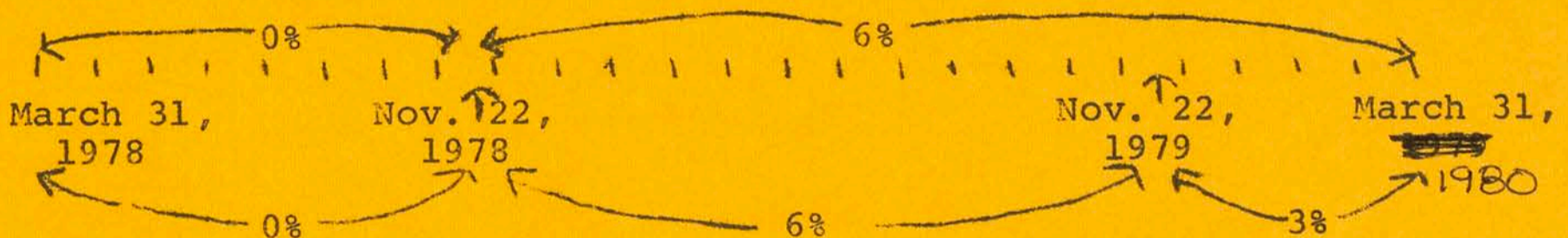
Responding to selective lockouts beginning on March 4, the membership voted to abandon rotating strike action and undertake a full-scale strike. The Union wishes to bring the background of the dispute to your attention and ask for your cooperation in the achievement of a just settlement. We anticipate that the government will protest that it cannot interfere in collective bargaining, but we believe that it is, on the contrary, exactly that interference which has brought about the present situation.

The outstanding items primarily concern wages. The Union's first position, based on inflation rates, was that the Union should be given a 9% increase over a one-year contract. (Because of the AIB, our last contract gave us a 3.86% increase in a 4% guideline year).

After 6 months of fruitless bargaining, the Union agreed to drop all non-monetary demands, mostly concerned with rights for temporary employees, in order to receive a wage offer from the University. The offer was a two-year contract, with no wage increase for the first year, second year to be discussed after the first year had been accepted. Instead of a wage increase, the University offered a one-shot "bonus", leaving the employee working at '77-'73 pay rates at the end of November 1979.

After rotating strike action began, the University adopted its current position, which the Union has accepted in part.

SFU OFFER



AUCE Proposal

The Union's stand on the necessity of obtaining the 3% increase in the last 4 months of the contract, is, of course, based on the certain knowledge that inflation will have far exceeded 6% over the period November 1978 - March 1980. In addition, given the University's propensity for stalling contract negotiations (11 months thus far for the third contract, 11 months for a second contract, over 7 months for a first contract) it may well be March 1981 before we see another increase on our pay cheques.

With that background, please consider the government's part in the dispute.

The Simon Fraser University administration is using quotes from the Premier and the Minister of Finance to justify its wage offer. For example

"Governments should not establish pay levels that the private sector cannot afford".

This is a direct attack on our bargaining rights.

To further say

"Through this program of coordination and moral suasion (our emphasis), backed by budgetary constraints, it is anticipated that compensation levels in British Columbia will be determined in the best way possible"

is misleading when the government passes a bill that takes away a trade union's right to strike and enforces it with threats of firings and fines of \$10,000 per day! Moral suasion indeed!

On January 7 in the midst of our dispute Section 11 of Bill 46 was proclaimed. Suddenly our union came under the jurisdiction of the Essential Services Disputes Act. At the time of proclamation we were and still are the only public sector union involved in a labour dispute. We strongly condemn the potential effect of this Act. As a trade union established under the Labour Code of this Province we have a right to collective bargaining and strike action.

We are shocked by the absurdity of declaring educational services essential. We are amazed to find a disruption of educational services listed with "an immediate and serious danger to life, health, or safety, or an immediate and substantial threat to the economy and welfare of the Province and its citizens". It is obvious to us that Section 11 of Bill 46 is an unfair use of government power to take away the right to strike of public sector employees. Without the power to strike collective bargaining becomes collective begging.

The terms of arbitration set out in this Act are in direct contradiction to our efforts to gain equal pay for work of equal value. To say that the Arbitrator must consider 'terms and conditions of employment in similar occupations' means that clerical workers who are the majority in our union must be compared with other clerical workers who are largely unorganized and consequently underpaid. This government is legislating a continuation of the unjust status quo.

In fact, these terms of arbitration have already been used against us. The University has offered us binding arbitration under substantially these terms, even though its negotiator remarked that to carry them out the arbitrator would be advised to ignore the section of the Canadian Human Rights Act which provides for equal pay for work of equal value, considering skill, effort, responsibility and working conditions. Stated bluntly, the arbitrator is directed to accept the employer's arguments, and to ignore the employee's position.

with that background, please consider the government's part in the dispute.

The Queen's University administration is raising questions from the Premier and the Minister of Finance to justify its wage offer. For example, "Government's should not establish pay levels that the private sector cannot afford." This is a direct attack on our bargaining rights.

To further say "Through this program of coordination and moral suasion (our emphasis), backed by budgetary constraints, it is anticipated that compensation levels in British Columbia will be determined in the best way possible." It is misleading when the government passes a bill that takes away a trade union's right to strike and enforces it with threats of fines and fines of \$10,000 per day. Moral suasion indeed!

On January 7 in the midst of our dispute Section 11 of Bill 45 was proclaimed. Suddenly our union came under the jurisdiction of the Essential Services Disputes Act. At the time of proclamation we were and still are the only public sector union involved in a labour dispute. We vigorously contest the potential effect of this Act. As a trade union, we established under the Labour Code of this Province we have a right to collective bargaining and strike action.

We are shocked by the abruptness of abolishing educational services essential to the province. We are shocked to find a disruption of educational services linked with immediate and serious health, safety, or an immediate and substantial threat to the economy and welfare of the Province and its people. It is obvious to us that Section 11 of Bill 45 is a clear use of government power to take away the right to strike as of public sector employees. Without the power to strike we are being treated as if we were not a collective bargaining unit.

The terms of arbitration set out in this Act are in direct violation of our efforts to gain equal pay for work of equal value. To say that the arbitrator must consider "terms and conditions of employment in similar occupations" means that clerical workers who are the majority in our union must be compared with other clerical workers who are largely unorganized and consequently unrepresented. This government is establishing a continuation of the unjust status quo.

In fact, these terms of arbitration have already been used against us. The University has offered us binding arbitration under substantially these terms, even though the negotiator tasked that to carry them out the arbitrator would be advised to favor the section of the Canadian Human Rights Act which provides for equal pay for work of equal value. Considering skill, effort, responsibility and working conditions stated plainly, the arbitrator is directed to accept the employer's arguments, and to ignore the employee's position.

NDP in 3 short years did more for people of B.C. than all the other gov'ts put together

To again quote the government's directions to the University, the program of coordination and moral suasion is to be backed by budgetary constraints, and the end result will determine compensation levels in British Columbia "in the best way possible". This seems to be a roundabout way of saying that the purpose of cutbacks to public service budgets is to justify offering low salary levels to public sector employees.

This puts the public sector employee in the untenable position of being asked to subsidize the cost of government services by accepting a reduction in standard of living, and at the same time to be content with reduced services.

While the intention of the government may not have been to inflict financial hardship on public sector employees, this has been the effect of its legislation and policy. We ask that you give serious consideration to this presentation.

if they can lie why bel they aren't
sent in + 2 wk.

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labour as an int. pt of society.

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mem emblems profits and then
blame us for stagnation.

we have been an active p.r. of the
society - we built this society.

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When are we going to say we've had
enough?

Why pick on us Kofman - an
worker for bad legs pits like spirit
workers.

fract UK no. a lesson in last post
election the ~~average~~ was (in 3 ridings)
55% in favour of adsp.

field we charge inflation and need
wage controls.

distribution of shares cost \$3M.

TV movement sttd in Britain
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with in total miles from head quarters