

Association of University and College Employees

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

March 19, 1980

CONTRACT/80

BULLETIN 6

FROM THE CONTRACT COMMITTEE

The time has come when we must begin to organize and to show the University that we want to see our contract signed. We have reached a crucial point in negotiating our contract! We must take a strong, united stand to get our contract signed by March 31st. A mediator, Jack Waterston, has been appointed by the Minister of Labour. Meetings are scheduled for March 25th, 26th and 27th. Our contract expires on the 31st of March. It may be necessary to hold a strike vote if mediation does not produce a contract within a very short time. A strong positive vote, if necessary, is vital to assist the Contract Committee with a speedy signing of the contract.

The following was submitted by one of our members:

You have LOST \$122/month between 1975 and the present.
Are you willing to lose another \$100/month between now and 1983?

In October, 1975, a Secretary II, Step 6 was earning \$950/month. Since that time the annual rates of inflation for the city of Vancouver have been 9.7%, 7.2%, 7.7% and 7.7% (according to Statistics Canada). Therefore, if you had \$950/month in October, 1975, you would need \$1296/month in October, 1979 in order to keep up with inflation (i.e. things that cost \$950 in 1975 cost \$1296 in 1979). However, the AUCE Secretary II who was earning \$950/month in October, 1975 was only earning \$1174 in October, 1979. In effect, the University was paying this person \$122/month LESS than in October 1975.

Now, there is no point in trying to make up past losses, but we must learn from our past experiences. It is up to us if we wish to continue being paid less and less every year. If we want to stop this erosion in the value of our paycheques, then we must be willing to take a positive stand!

The University's offer would mean a further loss of \$100/month in 1983, if inflation is 10% per year. We have no way of knowing what inflation will be in the next 3 years, but the effect of rising interest rates is bound to drive it up to around 10%.

At some point in time, we must reverse this negative-type of "pay raise". Every year, we say that next year, we will get a better deal; we won't unless we are willing to fight for it. Why not do it NOW?

Sandy Masai

PROCEDURES PRIOR TO STRIKE ACTION - WHAT ARE THE IMPLICATIONS OF EACH?

1. A motion to have a referendum strike vote

This motion could be made at a general membership meeting. It does not have to be previously published in the newsletter - it could come directly from the floor. The motion means that AUCE Local I must decide whether or not to hold a referendum strike vote. This decision can be made by either a show of hands or a secret ballot to be counted by the trustees and announced at the meeting. From that decision it either follows that we go ahead with the referendum strike vote or, if the motion fails, we don't. The motion could be voted on again at the subsequent meeting.

2. The taking of a referendum strike vote

A vote is taken by all members in the bargaining unit (whether they are members of the Union or not). The method of holding a strike vote is governed by the B.C. Labour Code, sections 79 through 91. Since March 1, 1978 we are required to give the Labour Relations Board prior notice of the decision to take a vote, and the vote taking will be government regulated. The outcome of the vote will be made known to the membership and the University. The question to be voted on is: Are you in favour of a strike? A somewhat weighted question and makes one think that if the vote is positive we will, in fact, go on strike. Please, this is not what it implies and the question should be worded: Are you in favour of going on strike, IF NECESSARY?

- (a) if the vote is positive it will be valid for 3 months immediately following the date on which the vote was taken. It does not mean that we have to serve strike notice, although that is the next logical step, in which case, another vote would be taken. Obviously, it is strategic to wait some time to see if the taking of a positive strike vote will in itself resolve our dispute. *Point of Information - a majority vote is 50% plus 1, however, that is definitely not a vote of confidence. We would be looking for a strong positive vote of 85% plus as a demonstration of support for our position.
- (b) if the vote is negative it simply shows the University that we are not behind the proposals our Contract Committee is negotiating for us.

We on the Strike Committee are working toward a settlement, not a strike, but we may have to use the strike as a tool to speed things up and force the University to negotiate seriously. It's up to YOU.

THE CONTRACT COMMITTEE NEEDS YOUR SUPPORT!!!