

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

Local 1 (UBC) Newsletter Box 11, SUB, UBC

VOLUME 2 ISSUE 4

MARCH 25, 1974

A.U.C.E. DECIDES WHAT TO TAKE TO THE BARGAINING TABLE!

During the last number of weeks, the membership of AUCE Local #1 has been extremely busy deciding what they want in their first contract. Three campus-wide meetings have already been held to vote on various proposals. Since our contract committee will be taking these proposals to the bargaining table, it is very important for all AUCE members to attend these meetings if they want their voices heard! The following is a summary of the contract proposals voted for at those first three meetings.

WAGES: The negotiated wage increase shall be an across-the-board increase, applied to all UBC employees in the bargaining unit.

That the present "merit" increases be replaced by a system of automatic increases based on seniority.

"In light of the fact that the value of clerical and library skills is underrated at UBC and by society in general, BE IT RESOLVED that AUCE Local 1 adopt as a major purpose of this contract the elimination of discrimination against women and, in particular, the elimination of all unjust wage disparities between jobs of equal value and importance to the administration of the University and the recognition of clerical skills on an equitable basis with technical and other skills."

OVERTIME:

The working of overtime shall be voluntary on the part of the employee.

Compensation for overtime worked shall be:

- 1) pay at the rate of time and one-half for the first 2 hours in any one week and double time thereafter; or
- 2) time off on the same basis as outlined in (1) above.

The employee has the right to elect either pay or compensatory time off for overtime worked.

GENERAL:

We shall negotiate for a "union shop to include all staff."
We shall negotiate to "start the dues check-off after 30 days from beginning employment. (CONTINUED ON PAGE 2)

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A.U.C.E. GENERAL MEETING

Official notice is hereby given for a membership meeting to be held THURSDAY, APRIL 11 at 5:15 PM in the GRADUATE STUDENT CENTRE. See page 4 for notice of motions.

CONTRACT PROPOSALS (cont'd from pg. 1)

PROBATION* - New employees -- "all new employees will be considered probationary for the first 3 months of employment".

--Transfers & Promotions: "An employee who has been transferred to another position having the same salary range, or who has been promoted, shall be on a training program for one calendar month. If the employee does not find the job satisfactory, or is unable to meet the requirements of the job during the training program, she/he shall be returned to her/his former position if possible or one of equal position. If no such position is available the employee shall be paid at their current salary until a satisfactory position is open. During the training period the employee will be entitled to all rights and privileges of this agreement."

VACATION* - "Each employee receive for the first incomplete year of service $1\frac{1}{4}$ days for each month worked prior to DEC. 31 with the right to take days as they accumulate."

--to change the calendar year for scheduling vacations from the present time of June 1 to May 31 to Jan. 1 to Dec. 31.

---that we attempt to negotiate for "more flexibility in the time allowed for holidays to be taken".

--"each employee should have the right to carry over vacation time from one year to the next", although the contract committee will investigate any possible limitations to that.

--that we negotiate for the following vacation schedule:

- 3 weeks after 1 year of service
- 4 weeks after 3 years of service
- 5 weeks after 5 years of service plus 1 extra day for every subsequent year worked.

VICE-PRESIDENT LOST TO YELLOWKNIFE!

We're losing our vice-president! Verity Wormald, A.U.C.E. V-P, is leaving the university at the end of April and is venturing north to Yellowknife. Verity has worked her butt off, so to speak, and we're sorry to see her go, but we wish her well, and we'll mail her a copy of our first contract!

Nominations will be open for the vacancy of vice-president at the April 11th meeting and the election will most likely be held at the regular May membership meeting.

SHOP STEWARDS

Briefly, a shop steward is a person elected by his or her fellow workers to represent them in dealing with the employer. In addition, and perhaps more important to us here at UBC, the steward is a communications link between and among people who would otherwise be isolated from one another.

A steward has at least 3 roles which, although distinct in abstract terms, in practice usually merge: (1) to both collect and disseminate information and opinions, (2) to support and advise people with difficulties - and to assist or represent them during grievance procedure, and (3) to interest newly hired people in the union.

The stewards will usually know what the executive is doing, what is planned, what may be coming up, times and places of meetings, etc. Without a more or less steady stream of this kind of information, people gradually begin to lose touch. In the same way, stewards act as a funnel from the people they represent into the executive; they keep the executive (and everyone else) informed about what is happening around the campus.

Since only a small proportion of the problems people encounter on the job ever become formal grievances, the steward's role in this regard is usually that of an adviser and moral supporter, i.e., informed friend. In many ways, this aspect of the steward's job is the most satisfying. He or she has at hand the resources of the union with which to help people secure fair treatment from their employer.

The third function is a relatively straightforward one: to explain the union to new employees, to encourage them to join, and to sign them up once they do decide to join.

A seminar for stewards is in the works for the not too distant future; probably similar to the one which was held for the contract/negotiating committee, i.e., with people from outside the university as speakers. As well, some sort of an information kit for stewards will be put together, containing, among other things, copies of: 1) the AUCE constitution, 2) the B.C. Labour Code and Regulations, and 3) information and hints on grievances.

So to sum up: a steward communicates and informs, helps people solve their job problems, and signs new members into the union.

THOSE INFAMOUS PROBATIONARY INCREASES

Pay increases that are normally given to people who complete probation are still being held up by the University. Our lawyer has written a letter to bring this to the attention of the Labour Relations Board and they feel that if the university is desirous of giving these pay increases they may make a written application to the Labour Relations Board.

The union has since sent a letter approved at a union membership meeting to Mr. McLean in the Personnel Dept. pointing out the university's obligation to its employees and requesting that:

1. the University make the required application to the Board
2. All employees affected receive payment retroactively.

Mr. McLean replied refusing to recognize the union until after legal certification and made no mention of the pay increases.

The problems in dealing with situations like this hinge on certification which is when the university has to recognize the union and negotiate in good faith. The Labour Relations Board is as much to blame as any for taking too long to make a decision.

If you are not getting your pay increase for ending probation it is important to give your name to your division steward or contact Dick Martin at [REDACTED].

UNIVERSITY CONTRAVENING HOLIDAY ACT

In the opinion of AUCE, the UBC administration is contravening sections of the Annual and General Holiday Act. According to the Act, and the B.C. Labour Dept., employees are entitled to be paid for any statutory holiday, as long as they have worked 15 days within the 30 previous calendar days.

However, the Payroll policy is to only pay employees if they have worked the working days immediately preceding and following the holiday.

The March General Membership meeting of AUCE sent a letter to Personnel, requesting that:

1. The University immediately change its policy in accordance with the Act.
2. The University back-pay any employee affected by this policy.

The University's answer? The UBC administration said that it does not recognize "our group" - all 750 of us. Therefore, no answer. Further action will have to be decided on. We wouldn't want to complain to the Labour Dept., would we?!

THE COST OF LIFE AND WOMEN

On March 19th, A.U.C.E. held a special meeting to vote on wage proposals for our first contract. Two excellent reports were given by members of the contract committee on the cost of living and discrimination against women at UBC. The following are some excerpts from those reports.

"In union contracts covering more than 500 workers the average hourly base rate rose by 8.5% between Sept. 1972 and Sept. 1973. The consumer price index also rose during this period by 8.5%. This demonstrates that these contracts did not make any real wage gains but kept level with the cost of living."

"... wage increases do not appear to be a contributing factor in inflation. Corporation profits up to Dec. 1973 showed a 36.9% increase whereas the average Canadian weekly wage increased between Sept. 1972 and Sept. 1973 by 7.6%."

"The rise in the cost of living is accelerating rapidly. Between Dec. 1972 and Dec. 1973 the cost of living in Canada rose by 9.1%."

"In Vancouver the cost of food and housing both rose above the national average between Dec. 1972 and Dec. 1973:

- food rose by 20.9%
- housing by 8.6%
- clothing by 6.9%
- transportation by 4.9%

"Some examples of B.C. union wages for the lowest paid clerks in the public sector are:

1. Prince Rupert School Board	\$544.00
2. Surrey School Board	\$507.00
3. Vancouver General Hospital	\$621.25
4. National Harbour Board	\$590.00"

"The average weekly wage in B.C. for Sept. 1973 is \$181.80 per week (\$727.20 per month). As a contrast to these figures, at UBC the highest paid base classifications are a Clerk IV, step one at \$669.00 per month and Library Assist. IV, step one at \$707.00 per month. Both are below the provincial average."

"In Jan. of 1973, a 'Report on the Status of Women at UBC' was published. This report, sponsored by the Women's Action Group of UBC stated that on the average women earn an average of \$1744.00 less than men at UBC."

"Job categories which are sex-typed female have lower salaries than job categories which are sex-typed male."

"The University set up its own President's Ad Hoc Committee and found that the Women's Action Group report was 'valid'."

The Committee concluded that "the job salary does not necessarily reflect the value of the work performed ... and that women should not be paid less because they are either single or augmenting a husband's income".

AUCE FINANCE REPORT (March 13, 1974)

Income	\$1,695.65
Expenditures	\$1,274.70
Balance	\$ 420.95

The membership will see that the Unions's financial position is much stronger now than it was at the Feb. general membership meeting when an appeal for funds was made.

Since then, the Union has received \$505.50 in donations, an indication of how much the members want AUCE to succeed. We have been able to pay our pressing debts and cover expenses over the last month. However I would like to remind the members of the continuing need to pledge money to the Union so that we can run the divisions, maintain communication amongst ourselves, and prepare our contract for negotiation.

It would help me to keep track of our finances if every donation is identified as such and accompanied by the person's name and home address if a receipt is required. The latter is necessary because the Union does not have permission to use campus mail.

Respectfully submitted,

Sandra Lundy,
Treasurer.

CONSTITUTIONAL AMENDMENT

The agenda of the April 11 Membership Meeting will include a vote on the following amendments to the Local #1 By-laws:

Proposed amendment to Section E. Local Ass. Executive: The second sentence to read "The executive will also include the Chief Steward, the Chairperson of the Communications Committee, and one Division Steward for each of the Divisions."

Proposed amendment to Section F6. Election of Officers: To read "The Contract Committee and Communications Committee shall elect from among their members a Chairperson to serve on the Local Association Executive. The stewards shall meet annually in October to elect from among themselves a Chief Steward who will serve as Chairperson of the Grievance Committee."

These amendments have been proposed since as the By-laws now read, there are two positions in existence-- a Chief Steward and a Chairperson of the Grievance Committee. The actual intent was to create one position-- that of Chief Steward who serves as Chairperson of the Grievance Committee. We must therefore change the wording of the By-laws to make this clear.

PHONE LIST OF AUCE REPS

Below is your handy guide for reaching AUCE divisional stewards, contract committee representatives and members of the executive:

DIVISIONAL STEWARDS: (By Div. #)

1. Lorraine Languille
2. Jill Saunderson
3. Veronica Turner
4. Bonnie Schoenberger
5. Keith Conroy
6. Alice Johnson
7. Colleen Nicholson
8. Ian MacKenzie
9. Glenis Williams
10. Francis Reynolds

CONTRACT COMMITTEE: (By Div. #)

1. Betty Vinson
2. Marcel Dionne
3. Judy Greenles
4. Peggy Smith
5. Judy Wright
6. Emerald Murphy
7. Kay Lockhart
8. Suzanne Lester
9. Jackie Ainsworth
10. Ray Galbraith

A.U.C.E. EXECUTIVE

President--Jean Rands
Vice-pres.--Verity Wormald
Secretary--Dick Martin
Treasurer--Sandra Lundy
Trustees---Ian MacKenzie
Joan Cosar

Remember that every Tuesday at 5:15, the Executive meets in the back of the SUB cafeteria. These meetings are open to the membership at large and all members are encouraged to come and participate.

Sometimes the place of the meeting will change. However, the new location will be posted on the door of the AUCE Office (SUB 228).

LOCAL # 1 OFFICE

Room 228, Student Union Building
Monday-Friday, 11:00-3:00
224-5613