

AUCE EXPRESSION



October, 1984

SOLIDARITY REPORTS



Victory is More Than Just An Album!

The Union Office Staff are indescribably happy over our recent arbitration victory. All of our members who took part in the Solidarity protest last November and lost their statutory holiday pay for Remembrance Day have been recompensed, with interest by this award. Not only does the arbitrator's decision direct the University to reimburse everyone for the money withheld, it goes much further in recognizing all of the arguments put forward by the Union and admonition-the University for the actions they took against their employees.

Aside from our contention that the University had ignored their contractual obligation to pay us, we further argued that they had blatantly discriminated against us as union members. The University had not treated all its employees in the same fashion. Faculty members and non-union staff who had picketed with us were paid for their holiday, we were not. The Arbitrator upheld our claim of discrimination. At page 15 of the award, the Arbitrator states:

"By paying the statutory holiday pay for November 11th, 1983 to non-union employees, it is in breach of both the collective agreement and its own policy by not carrying out a policy of consistent treatment of union and non-union employees."

further at page 17

"There was no distinction between members of the Faculty Association and other non-union employees with respect to any further deduction for the statutory holiday on November 11th, 1983."

further at page 27

"It is no answer for the employer to say that it only paid its non-union employees because it was required to do so under the provisions of the Employment Standards Act and Regulations. It matters not whether it was by operation of law or otherwise. The employer is required under the terms of the collective agreement not to discriminate against employees because of union membership. (emphasis added)

Now to the issue that everyone is curious about - money! The arbitrator has ordered that the University repay to the employees deducted, the number of hours deducted for November 11th, 1983 plus:

"Interest...calculated by the rate payable by the Registrar of the Supreme Court of British Columbia under the provisions of the Court Order Interest Act for the period in question from the date the employees would have received their statutory holiday pay had it not been denied to them by the employer, until the date of actual payment."

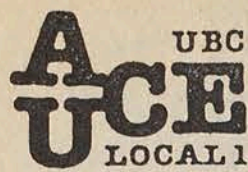
(emphasis added)

The last part of this sentence is very important in that if the University delays in paying us, the interest rate keeps ticking. We have investigated what amount of interest is provided for this year under the Court Order Interest Act and it would seem that if the University pays us soon that amount would be 9% for the period in question. So if you lost, for example, \$80.00 for the Statutory Holiday you should receive \$87.20 in repayment.

It is unclear at this time whether or not the University will attempt to appeal this decision. We do not feel that they would be successful upon appeal, as the circumstances under which one party can appeal a decision are extremely limited under Labour Law. From a thorough reading of the decision, our Lawyer has assured us that the possibility of a successful appeal would be almost nonexistent and would only perpetuate the interest rate they owe us.

We fully expect the University to propose to us that our members elect to have the money owed to them equated into time off to be added to their annual vacation as opposed to a cash payout - as they are claiming a cash flow problem. But that is something that has yet to be formally proposed or agreed upon by you the membership. It is questionable whether or not the Executive would recommend that the membership take that option. We all know that Christmas is just around the corner ... wouldn't it be nice to look toward that time with a twinkle more spirit under our belt.

Fairleigh Wettig
President/Union Organizer



association of university and college employees

Oct. 2, 1984

Province Newspaper
2250 Granville Street
Vancouver, BC
V6H 3G2

To the Editor,

On Sunday, Sept. 30, 1984, the Province ran an article entitled "Salaries '84: Who makes what". The authors' statement concerning the Association of University and College Employees is inaccurate. Neither AUCE at the University of British Columbia, nor AUCE at Simon Fraser University has received a wage increase for the 1984-85 year. AUCE Local One (UBC) has not yet negotiated a contract for the current year. The University is offering a zero percentage "increase" over two years, and, in fact, refuses to pay even our annual step increments, which have been a constant in our contract since 1975.

Hot on the heels of their inaccurate statement about AUCE, the authors state that "while an average professional wage is \$48,000 a year, an average university or college employee makes \$30,000 a year". I would like to point out that the top AUCE wage (a Senior Computer Operator) is less than \$28,000. The bottom wage is just over \$15,000. There are only about thirty people in the top three wage categories, and about three hundred and fifty in the bottom three. The average wage is around \$19,000.

We would appreciate it if you would publish this letter to set the record straight.

Yours truly,

Ted Byrne
Union Coordinator

CANADIAN UNION OF POSTAL WORKERS

VANCOUVER LOCAL

AFFILIATED TO: VANCOUVER AND DISTRICT LABOUR COUNCIL B.C. FEDERATION OF LABOUR



Mailing:
BOX 2173
VANCOUVER, B.C.

PHONE: 685-6581

August 15, 1984

Dear Brothers and Sisters:

On September 30, 1984, the contract between the Canadian Union of Postal Workers and the Canada Post Corporation expires. Collective bargaining between the two parties began on July 3, 1984. On August 3, we applied to the federal Minister of Labour for conciliation because our employer has said an emphatic "no" to all of our demands. They also put a host of roll-backs on the bargaining table designed to weaken our Collective Agreement.

Our Union strongly adheres to the C.L.C. policy of a "no concessions" stand. In addition, CUPW believes that concessions will lead to a deterioration of the postal service.

In this round of bargaining, our Union's demands can be grouped under the slogan "Make Jobs, Keep Jobs and Improve Service". Our main goals are to achieve a secure future for postal workers and to expand and improve postal service.

One of our main demands is for reduced working time with no loss of pay. This demand is being echoed across the country by unions like the United Auto Workers and the Communications Workers of Canada. It is in accordance with the policy adopted at the 1984 C.L.C. Convention. Reduced working time contributes to job security and allows us to benefit from technological change. In 1980, CUPW reduced the work week by two and a half hours and saved over 1,000 positions.

CUPW is also demanding adequate staffing. The logic of this demand is self-evident to anyone who has either waited for a letter or stood in line to buy stamps. We believe that this demand is directly linked to an improved postal service. Forcing the Corporation to adequately staff the Post Office will strengthen our job security and will create new jobs.

Another of CUPW's demands also directly relates to the issue of jobs. We are asking for a job creation program to be written into our Collective Agreement. This would include establishing lottery sales, mail-order retail

service, a parcel wrapping service, and certain banking services. We also want to convert sub-post offices (outlets in drug stores, shopping malls, etc.) into post offices staffed by well-trained, unionized workers.

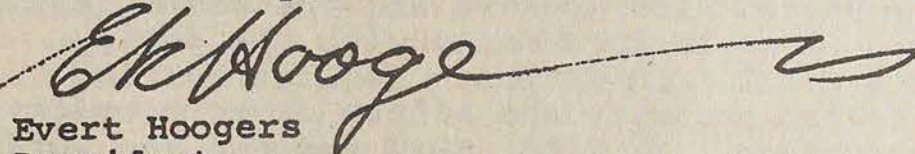
Other demands include: a ban on contracting out, equality for part-timers, protection for night shift workers, and a prohibition of the use of all closed circuit television cameras and electronic surveillance devices.

Many of CUPW's demands are designed to improve the postal service. We believe that not only CUPW members but the public as a whole will benefit when we achieve our demands. We do not want to disrupt the postal service but want to expand and improve it.

We need your help. Support from the labour movement has always been crucial to us. In 1980, we achieved a contract without a strike partially because of the solidarity of the trade union movement. The same type of support enabled us to win breakthroughs, such as paid maternity leave, in our 1981 Collective Agreement. We are again asking for your support.

Even though CUPW is covered by the Canada Labour Code, our fight has real implications for B.C. unions. A number of the Directors of the Canada Post Corporation are affiliated to the right-wing Fraser Institute. We believe that it is important to take on the union-busting policies of the Fraser Institute.

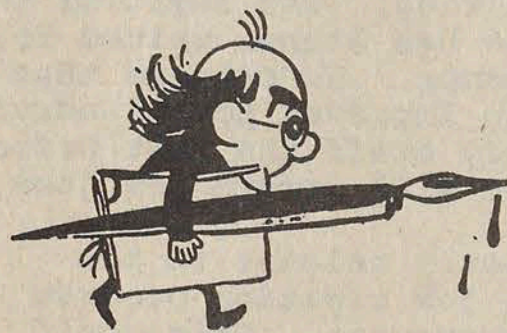
In Solidarity,



Evert Hoogers
President
CUPW Vancouver Local

**NEXT ISSUE
DEADLINE:**

November 5, 1984



From: Solidarity Coalition Bulletin, Oct./84

Education Day of Concern October 24th

DESC DAY OF CONCERN FOR EDUCATION

The Defend Education Services Coalition, of which AUCE is a member, have declared Wed. Oct. 24 a day of concern for education. This protest is directed at both the public school, and the post-secondary school situation. AUCE will be distributing pamphlets to all of our members, as well as buttons for those who wish to make their concern visible (these will be available from our shop stewards). We were unable to schedule our Oct. general meeting for the 24th, but we will have a speaker from DESC at our meeting on the 25th. Objection to the funding levels for post-secondary education is now more or less generalized - note the recent day of concern mounted by the Faculty Associations of the three BC Universities. Those who attended that meeting, at Robson Square, heard the presidents of the universities speak out against the cut-backs in post-secondary educational funding. There were also addresses by a famous old poet, and a corporate executive. As a further example of the extent of concern about the state of education in this province, we reprint below excerpts from a recent column by Marjorie Nichols of the Sun.

But in the case of B.C.'s treatment of universities the trend is absolutely clear, and the bottom line is indisputable. It is more difficult for a kid to get a higher education in this province than in any other jurisdiction in the nation. And B.C. now trails the nation in terms of the proportion of its wealth that it is willing to devote to educating its children.

The province of B.C., according to the academics, now provides only about 20 per cent of the cost of operating this province's universities. It is the federal government that now bears some 80 per cent of the cost of academe. Prof. Walker (SFU) says the provincial share could be as little as 18 per cent of the total operating costs.

It is sort of a gentlemen's agreement. Over the past three years, the federal government has sent the province of B.C. an extra \$27 million to offset the cost of operating provincial universities. But during that same period, the dollars supplied by B.C. to the universities have been cut by \$37 million.

The result? Well, B.C. now ranks number last among the 10 provinces in terms of university participation and last in terms of the amount of provincial wealth that is spent on higher education.



association of university and college employees

Oct. 5, 1984

Michael Warren
President
Canada Post Corporation
Sir Alexander Campbell Bldg.
Confederation Heights
Ottawa, Ontario

Dear Mr. Warren,

We are writing this letter to express our support for CUPW in their current negotiations with Canada Post. We feel that their demands are fair and reasonable, and that the Corporation's refusal to consider those demands can only lead to another disastrous stalemate. We also understand that the Corporation's proposals represent a serious erosion of CUPW's current contract. We had hoped that the long history of labour relations strife between Canada Post and its workers was at an end. The current demands being made by CUPW constitute a sensible response to the threat to job security posed by technological change. We urge you to give more consideration to these demands, and to negotiate fairly with the Union.

Yours truly,

[Signature]

Ted Byrne
Union Coordinator
for the AUCE Executive

cc. CUPW
Perrin Beatty

A SHOCKING REPORT ON INCOME DISPARITY:

26% of Canadian households living in poverty

OTTAWA — More than a quarter of Canada's households live in poverty, says the Canadian Council on Social Development.

In an 18-month study released recently, the council found that 2.3 million — or 26% — of Canadian households are poor.

The report also says that welfare rates are 50% less than the poverty line, which the council defines as \$9,056 for a single person and \$21,131 for a family of four.

And more than 100,000 families exist on incomes of less than \$5,000, the council's study found.

More than two million Canadians "are forced to lead unhealthy, hazardous, and humiliating lives" because of their low incomes, the council said.

Poverty "feminized"
The council report noted what it called the "feminization of poverty" — the growing tendency of poor people to be women.

"Poverty is becoming overwhelmingly associated with women," the report said, adding that young single mothers and elderly widows are especially likely to be victims of poverty.

Of every 100 single-parent families led by mothers, 43 live below the poverty line.

Of every 100 elderly women, 62 are likely to be poor.

Alan Backley, a council board member and co-chairperson of the council's poverty task force, said members "were all quite appalled at the amounts individual families had to live on."

Housing major cost
He said housing costs are the major problem. People often have little left for food and other essentials after paying for shelter.

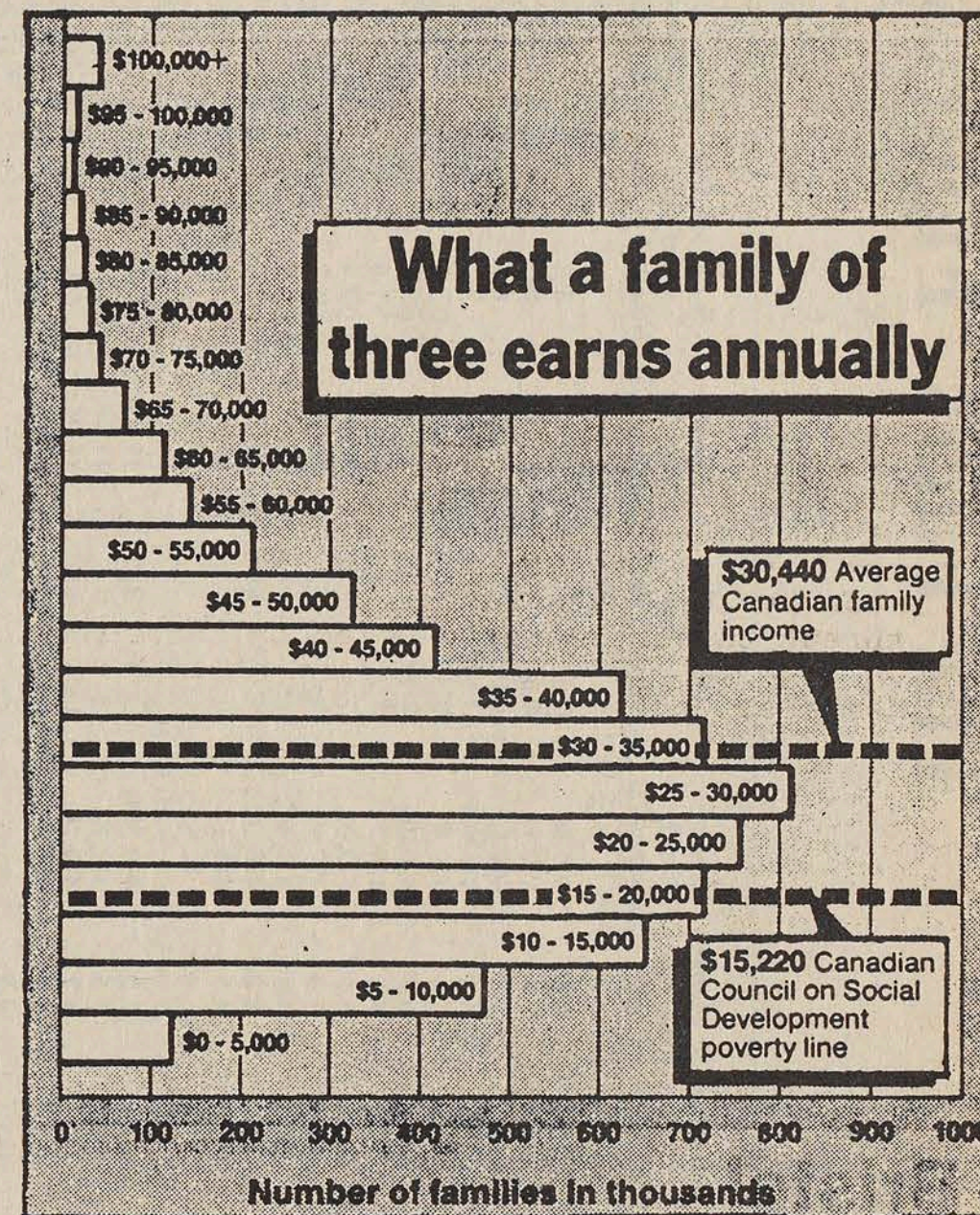
The council said that the poor in Canada are steadily getting poorer, because incomes are not rising nearly fast enough to meet rising costs. The council set its poverty line by calculating half of the average income earned by Canadians, and urged that the official national poverty lines be set in that way.

It also called on the federal government to publish annual figures on the amount and the depth of poverty in Canada, and to chart a "poverty gap" — the amount needed to bring all poor households up to the council's poverty line.

In 1981, the last year for which official figures are available, the poverty gap was \$9.3 billion, or 2.8% of the Gross National Product (the value of all goods and services produced in the country).

Examples of poverty
Here are a few examples of the stark poverty uncovered by the council's task force:

- A young mother lived on water and cookies from a nursery school for the last week of the month before her welfare cheque arrived. Her rent was \$204 a month, and her welfare cheque was \$404.
• An 8-month-old baby drank two eight-ounce bottles of milk in the first half-hour in day care, because the mother had no food at home. Rent took \$200 a month from her \$369 welfare cheque.
• A mother whose \$269 rent leaves her only \$134 for all other expenses keeps the light on all night to keep cockroaches away from her 1-year-old sleeping child.
• A pregnant teenager gets all her food from a Salvation Army mission in the last week of each month because her rent of \$225 leaves her only \$80 for food and other costs.
The growing income disparity in Canada was dramatized by the task force's disclosure that, on any one night in Metro Toronto, there are 3,340 homeless people looking for shelter — while a survey of four luxury condominiums in that city showed 894 units sitting empty, at prices ranging from \$73,000 to \$349,000.



Source: Canadian Council on Social Development

Poverty common: This chart shows how unequally income is distributed in Canada. Relatively few families have high earnings, while millions of Canadians must try to get by on poverty-level incomes.

The Facts' Figures

	Consumer Price Index (1)	% change from year ago	Average Weekly Earnings (2)	% change from year ago		Average Hourly Earnings (3)	% change from year ago		Unemployment Rate (4)	Quarterly Wage Settlements (5)
				Nominal	Real		Nominal	Real		
1983										
January	114.1	8.3	405.86	7.5	-0.8	10.71	8.6	0.3	12.4	6.6% (1st Quarter)
February	114.6	7.4	407.11	6.6	-0.8	10.72	8.2	0.8	12.5	
March	115.8	7.2	409.80	6.5	-0.7	10.84	8.5	1.3	12.6	
April	115.8	6.6	415.43	7.1	+0.5	10.46	3.4	-3.2	12.5	5.6% (2nd Quarter)
May	116.1	5.4	419.47	7.8	+2.4	10.49	3.6	-1.8	12.4	
June	117.4	5.6	420.48	7.7	+2.1	10.52	3.0	-2.6	12.2	
July	117.9	5.5	420.71	7.2	+1.7	10.51	1.6	-3.9	12.0	5.8% (3rd Quarter)
August	118.5	5.5	423.01	7.8	+2.3	10.56	2.4	-3.1	11.8	
September	118.5	5.0	427.49	7.8	+2.3	10.58	1.7	-3.3	11.3	
October	119.2	4.9	427.24	6.7	+1.8	10.58	0.8	-4.1	11.1	
November	119.2	4.2	428.16	7.1	+2.9	10.78	2.2	-2.0	11.1	4.0% (4th Quarter)
December	119.6	4.5	425.31	6.7	+2.2	10.88	2.4	-1.6	11.1	
1984										
January	120.2	5.3	400.20*	—	—	11.03*	—	—	11.2	
February	120.9	5.5	399.29	—	—	11.04	—	—	11.3	
March	121.2	4.7	399.78	4.8	+0.1	11.05	6.1	-1.4	11.4	3.7% (1st Quarter)
April	121.5	4.9	398.79	4.8	-1.1	11.13	6.4	-1.5	11.4	
May	121.7	4.8	—	—	—	—	—	—	11.7	
June	122.2	4.1	—	—	—	—	—	—	11.2	

The Facts Aug.-Sept. 1984

FOOTNOTES

- 1) Consumer Price Index — Canada (CPI-C). A Canada-wide measure of price changes of a given basket of goods and services, such as food, energy and housing used by the average consumer in Canada. The CPI-C is measured monthly, its base is 1981 = 100.
- 2) Average weekly earnings — This figure is a composite of average weekly salaries and wages earned in Canadian industries. The data is collected monthly from firms employing more than 20 workers. The percentage changes of earnings shown are expressed in (a) 'nominal' terms, i.e., unadjusted for inflation, and (b) 'real' terms, the actual rate of change in earnings, once the rate of inflation (changes in the CPI-C) has been taken into account.

*Note — new series.

- 3) Average hourly earnings — manufacturing — The Canada-wide average hourly wage earned in the manufacturing sector. Compiled monthly from firms employing more than 20 workers. 'Nominal' and 'real' changes as explained in 2) above.
 - 4) Unemployment — The percentage figures shown here represent a) the 'official' seasonally adjusted unemployment rate; b) youth (15-24) unemployment rate; c) women unemployment rate.
 - 5) Quarterly Wage Settlements — This represents annual negotiated increases in base rates resulting from collective agreement settlements covering 500 or more employees. Reported quarterly by Labour Canada.
- Sources — All sources of data are either Statistics Canada or Labour Canada. Chart prepared July 1984, compiled by Douglas McDermott.

Employers' Council
of British Columbia

800 West Pender Street
Suite 1130
Vancouver, BC V6C 2V6
Telephone 684-3384



VOL 16 NO 40
OCTOBER 2, 1984

INDUSTRIAL RELATIONS BULLETIN
EXECUTIVE COMMENT

The month of September showed a decline in the all-industries weighted average wage increase to 1.4 per cent from 1.6 per cent in August. A major settlement approved by the compensation commissioner was between the Faculty Association and the University of British Columbia for no compensation increases covering 2,152 employees. In the private sector the 350 member Canadian Brotherhood of Railway Transport and General Workers Local 275 settled with Hotel Vancouver for no wage increases. CP Air has established a precedent in the airline industry with a negotiated seven per cent wage decrease with the Canadian Airline Pilots Association in a one-year contract. The wages will go up seven per cent at the end of the contract year. The CP Air agreement covering 500 employees is the first major Canadian airline to record a wage decrease although this reflects a trend that has been prevalent in the USA over the last two years.

WAGE SETTLEMENT DATA
as of September 30, 1984

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			WEIGHTED AVERAGE		% INCREASE ALL INDUSTRIES
		PUBLIC SECTOR	PRIVATE SECTOR	ALL INDUSTRIES	PUBLIC SECTOR	PRIVATE SECTOR	
Oct/83	46	5,516	2,487	8,003	3.2	4.9	3.6
Nov/83	34	1,678	15,661	17,339	2.9	0.7	0.9
Dec/83	28	6,964	9,950	16,914	1.2	5.9	4.0
Jan/84	78	81,945	52,141	134,086	2.2	0.1	1.4
Feb/84	43	7,420	2,890	10,310	2.9	2.7	2.8
Mar/84	28	17,431	492	17,923	1.6	2.9	1.7
Apr/84	32	6,005	1,315	7,320	1.9	1.8	1.9
May/84	44	3,076	6,649	9,725	1.4	2.9	2.4
Jun/84	43	2,528	1,427	3,955	1.2	2.3	1.6
Jul/84	42	17,143	19,278	36,421	1.8	1.1	1.4
Aug/84	64	6,223	53,000	59,223	2.0	0.1	0.3
Sep/84	34	3,623	910	4,533	0.7	0.2	0.6
12 mo Total	516	159,552	166,200	325,752	2.1	0.8	1.4

NOTE: These calculations are based upon information contained in the Industrial Relations Bulletin. The settlement data are recorded in the month the final settlement appears in the Bulletin and reflects the wage increase negotiated for the first year of the contract, regardless of the effective date of that increase. The council cannot be responsible for inaccurately reported material.

The Increment Trap

Step rates don't benefit workers — they help employers hold down wages.

Incremental wage systems are touted as rewards for loyal service. But they're really intended to lower wages by unfairly withholding full job rates. Increments also divide workers and discriminate against women. And in some provinces workers are being denied increments by employers who claim they're covered by public sector pay restraints.

Here are The Facts:

Several CUPE locals in Ontario, representing school and municipal workers, have had to strike or threaten to strike this year simply to force employers to pay scheduled pay increments. The employers contended that the increments should be considered part of the 5 per cent wage guideline. The Ontario government is imposing on public sector agencies in 1984 through transfer payment limits.

Locals 134 and 1325, representing 1,300 Toronto Board of Education employees, were the first to fight the increment battle in Ontario. The board tried to apply the 5 per cent limit to incremental steps, as well as to all benefit improvements, but backed down after the locals went on strike for three days. The settlement allowed for the increments in addition to the 5 per cent general wage increase.

"Cheap labour"

Subsequently, several other locals, including Toronto municipal Locals 43 and 79, also succeeded in defeating management attempts to include increments in a "total compensation" application of the province's wage guideline.

This battle to have increments excluded from direct or indirect wage controls has been as successful as it was necessary. It has also, however, obscured the fact that CUPE and other unions are opposed to incremental wage systems in principle. We need to remind ourselves that the practice of forcing employees to work their way, step by step, year by year, up the income ladder does not benefit the employees. It is really an institutionalized form of cheap labour.

The following table gives an example of how an employer can siphon thousands of dollars from a worker's pocket into his own:

Years of service	Monthly wage rate	Amount employer saves
Start	\$1200	\$250
After 1 year	1250	200
After 2 years	1300	150
After 3 years	1350	100
After 4 years	1400	50
After 5 years or more	1450	0

In this typical situation, a new employee receives \$250 a month less than the full rate for the job. Even after two or three years, he or she is also losing \$100 to \$150 a month. The employer, on the other hand, is saving from this one employee over a five-year period a total of \$9,000. Or, more precisely, that is the amount that is being unjustly withheld from the employee.

"Reward for service"

But employers have turned reality on its head in introducing incremental wage systems. They have successfully peddled the notion that increments are a reward for service — that employees who remain loyal over the years are being rewarded by higher rates. Many office and clerical workers, unfortunately, have come to believe this rationale for step rates.

But increments are *not* a reward for faithful service. They are an excuse for not paying the full rate for a job. The same employers who impose increments on their clerical and office workers pay their manual workers the full rate from the first day of employment, or on completion of the probationary period.

Neither the probationary nor the "apprenticeship" excuse for increments can be applied to clerical workers. In most cases, they are fully qualified for the secretarial, filing, or other work to which they are assigned on the first day they're hired. If they're not, they can usually reach peak efficiency in a few weeks or months.

As for probation, a somewhat lower rate for the first few months may be acceptable; but extending the increments over a four- or five-year period certainly is not. Such a protracted substandard pay system undermines the principle that workers

should be paid for what they actually do. It is patently unfair to pay two people working side by side different rates for doing the same job. Yet under an increment system an employer is allowed to do exactly that, simply on the basis of how long each employee has been employed by that firm or agency.

Discriminates against women

This is contrary to all principles of natural justice, as well as to basic trade union policies.

Incremental steps are usually restricted to clerical workers who are mainly women. Few CUPE manual agreements (covering mainly men) have any increment steps at all. So it is women primarily who are having the proper rate for their work withheld for three, four, or five years while their male counterparts receive the full rate from the first day they begin work or the first day they complete their probationary period. In this way incremental wage systems clearly discriminate against women.

Clerk typists, secretaries, computer operators, accounting clerks, and almost all other office and clerical employees must demonstrate certain standards of proficiency before they are hired. So increments bear no real relation to actual capability or experience.

An office worker with 10 or even 20 years' experience with another employer is still required to begin at the bottom of the increment scale when taking a job with a new employer. Qualifications and experience are completely ignored while the employer gets the full benefit of the worker's ability at a lower pay rate.

Divisive effect

The way in which increments have become entrenched, however, has driven a wedge into workers' unity and made it difficult to mount a strong effort to do away with increments. Senior employees who have endured the long period of step rates feel it's unfair to them to eliminate the system. After all, they argue, they had to wait four or five years to reach the regular pay rate — why shouldn't everyone else?

The answer is clear. Simply because employers have cheated them of the proper rate when they began working is no reason to perpetuate injustice by allowing the employer to continue cheating new employees. As long as the employer is allowed to maintain the incremental wage system,

he will be able to divide workers and keep everyone's rates depressed. Workers don't build strong unions or get ahead by trying to keep the wages of their fellow workers artificially low.

When workers doing the same job are paid different rates, it generates resentment and conflict which employers often exploit to undermine union solidarity. Because they look forward to an increment increase in addition to their negotiated wage increase, workers at the bottom of the increment scale may not be as committed to raising the final job rate as those who have completed all the steps.

Bargaining power sapped

The more divisions employers can create among workers, the more difficult it becomes to develop the solidarity required to force employers to stop discriminatory practices and pay fair and proper wages to all employees.

As long as employers can hire fully qualified workers at significantly lower rates, the job security and bargaining power of the senior workers is placed at risk. If older employees can be laid off or harassed into quitting, they can be replaced by new workers who'll do the same work for lower pay. The trend toward hiring more casual and part-time workers is also encouraged whenever they can be paid at the lowest incremental rate.

Conversely, in offices where all workers receive the same pay and benefit package, employers are denied an economic reason to prefer part-time, casual or new employees over those who have given long and faithful service.

It is perhaps unrealistic to expect that incremental wage systems can be eliminated all at once. But locals can and should mount a more gradual campaign that seeks to do away with increments over several sets of negotiations.

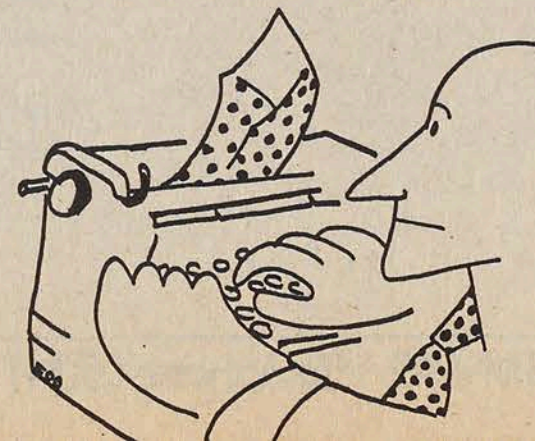
Bargaining strategy

There are two important components to each increment system. The first is the time it takes to proceed from the first to the final step. The second is the wage differential between each step. Both areas should be addressed in negotiations.

For example, on a four-year increment scale, abolition of the bottom step of the scale should be the first objective. This will reduce the time to proceed through all the increments from four to three years, and it will also reduce the differential between the lowest and highest rates. In subsequent sets of negotiations the objective should be to eliminate the third and then the second step, until only the final job rate remains.

An alternative approach is to negotiate a commitment with the employer to the abolition of increments over an agreed-upon period. Under this arrangement, on pre-set dates, starting with the bottom rate, all the incremental stages would be phased out.

The latest dispute over increments — are they or are they not covered by wage controls? — offers further evidence that this form of underpaying and discriminating against office workers has been allowed to exist for far too long. It's time for positive action to end the increment treadmill and replace it with equal pay for equal work — for junior as well as senior employees.



news

FROM THE B.C. FEDERATION OF LABOUR

September 27, 1984

-- FOR IMMEDIATE RELEASE --

The B.C. Federation of Labour is advising all workers in the province to refuse to carry out work assignments if they even suspect they might be in contravention of WCB regulations, or carrying out a work assignment which might put them in even minimal danger. The advice came after the Workers' Compensation Board announced that it is starting to assess workers up to \$1500 for violations of WCB regulations.

"The only way workers in the province can protect themselves from the WCB is to invoke the section of the Workers' Compensation Act regulation which allows workers to refuse to carry out a work assignment they feel is unsafe," said Federation President Art Kube. "We are advising all workers, union and non-union, to refuse to do work that they even suspect may be in violation of the WCB regulations or may threaten their personal safety. Workers cannot be disciplined for invoking this section of the Act regulations, but they can save themselves the \$1500 penalty assessment which the WCB is threatening them with," said Kube.

The WCB attack on workers is just one more phase of the provincial government's move to emasculate workers' compensation in the province, according to the Federation President.

"At the same time they are moving to fine workers found in violation of the regulations, they are preparing to reduce the number of inspectors by ten," said Kube.

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3110 Boundary Road, Burnaby, B.C. V5M 4A2 Telephone (604) 430-1421

OPERATION Solidarity

RECEIVED

OCT - 8 1984

A. U. C. E.

October 5, 1984.

TO: ALL OPERATION SOLIDARITY AFFILIATES

Dear Sisters and Brothers:

Re: Demonstration Against WCB Cutbacks

As you are aware, the WCB has suffered massive cutbacks at the hands of the Labour Minister McClelland and his appointee Chairman, Walter Flesher. These cutbacks have placed the health and safety of workers in jeopardy and reduced the compensation services available to injured and sick workers.

Protest these anti-worker measures and attend the demonstration at:

3:30 p.m.
Wednesday, October 24, 1984
WCB Office,
6951 Westminster Hwy.,
Richmond, B.C.

Trusting you will make every effort to attend this demonstration, we will be calling you to confirm your participation.

Sincerely and Fraternaly,

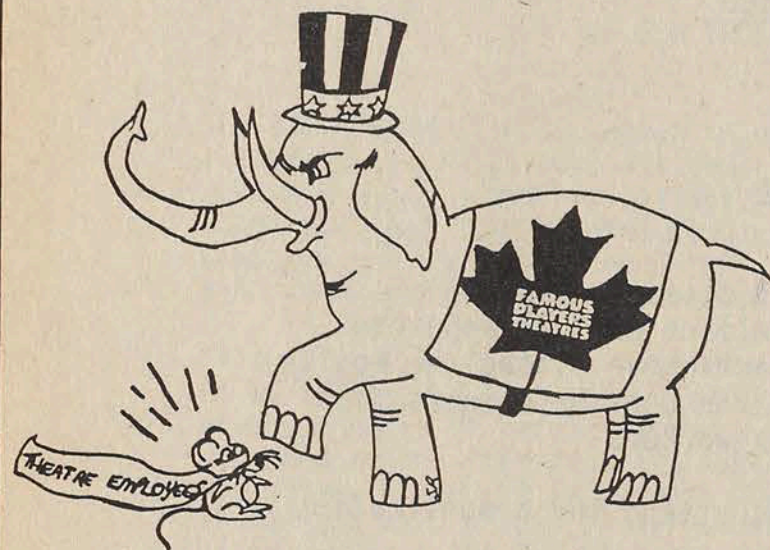
A handwritten signature in black ink, appearing to read 'Art Kube'.

ART KUBE,
President.

SS:AK:RFD
Oteu#15

3110 BOUNDARY ROAD, BURNABY, BRITISH COLUMBIA V5M 4A2 PHONE 430-1421

ELEPHANT STAMPS ON MOUSE



U.S. COMPANY LOCKS OUT ITS CANADIAN EMPLOYEES

THEATRE EMPLOYEES' UNION,
#807-525 Seymour Street,
Vancouver, B.C. (683-4630)
V6B 3H7

FAMOUS PLAYERS LOCKOUT

What Is It About?

Famous Players Theatres has locked out its low-paid employees because they have refused a substantial wage cut ordered by New York. Despite its maple leaf logo, Canada's major theatre chain is not a Canadian owned Company. It is a subsidiary like Paramount Pictures of the U.S.A., which is also controlled by the 4 billion dollar conglomerate, Gulf and Western Ltd., based in New York City, New York.

Therein lies the rub — the management of Famous Players informs us that they were called to New York and told to get rid of the premium half-time rate paid to cashiers, doorpersons, confectionery clerks and ushers for Sunday work. Why? Because in New York, Sunday is "just another day".

WE HAVE NONE OF THE BENEFITS MANY WORKERS TAKE FOR GRANTED, VIZ:

— Medical, Dental or Sick Benefits.

WE HAVE NO COMPANY PENSION.

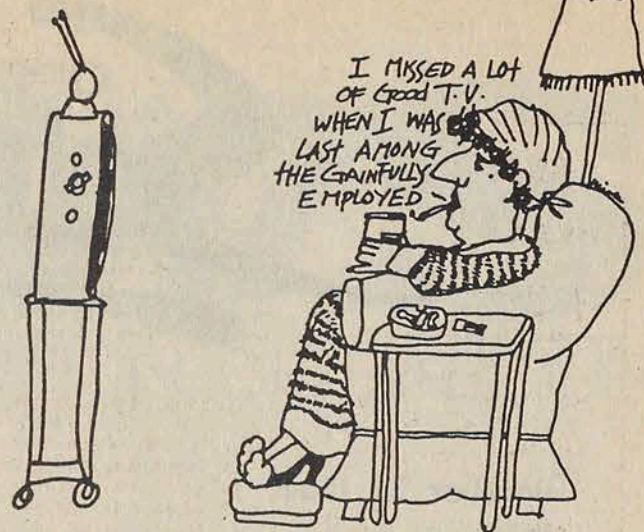
Some of us have worked for the Company for more than 20 years.

Some of us are putting ourselves through university. Others are trying to raise a family on the wages we make in the theatres.

We earn an average of \$6.50 per hour. We work limited hours.

Now the Company wants us to:

— Take a 33% pay cut for Sunday work.



The Company wants us to agree to clauses in the contract which would lead to:

1. Allowing management to do our work.
2. Reduced job security.
3. Reduced hours of work.

Most of the box office dollars go to the United States. Without the payroll dollars, there is little money left in the Community.

It is little fault of ours that those dollars paid at the boxoffice go mostly down to the U.S.A.

The Subject of Concessions

Famous Players talk about concessions, of the members conceding or giving up to their demands, because of the state of the business today.

Let us look at other types of concessions; namely the soft drinks and popcorn. You can buy a tank of syrup for \$34 and you can get 220, 14 oz. servings @ 75¢ a cup, that is about a 500% profit. If you buy a sack of popcorn for \$23, you can pop 800, 24 oz. servings, which will sell for \$1.00 each, that is a profit of 3,378%.

With percentage profits like this, one has to wonder if the cutbacks are ordered by New York, because of corporate "NEED" or because of corporate "GREED".

Record 1984 U.S. Film Boxoffice

A recent front page head line in Variety (Wednesday, August 15/84) stated that a SIZZLING SUMMER SENT CINEMA SUMS SKYWARD.

Dated Hollywood, August 14, a columnist said that domestic film boxoffice in the July midsummer period set a new boxoffice dollar record for this period. "Cumulative results for the year are 7% ahead of last year, and final summer season boxoffice, should set a new record, along with an assured new annual boxoffice dollar record".

The article says that 40% of all the boxoffice receipts between July 4 and August 7, came from "Ghostbuster", "Gremlins", "The Karate Kid", "Indiana Jones and The Temple of Doom" and "Bachelor Party" ... "the latest full year projection is a new dollar record of \$4.05 billion, up from last year's \$3.77 billion.

Gulf and Western not only have 100% control of the theatres operations of Famous Players Limited but also control Paramount Pictures. "Indiana Jones" is their own picture which grossed \$167.3 million in three (yes, 3) months.*

*Figures from the Vancouver Sun, Wednesday, September 5, 1984.

IF YOU RESENT A 100% AMERICAN COMPANY ATTEMPTING TO CHANGE ESTABLISHED PRACTICES IN B.C., IN ORDER TO CHANNEL THE PROFITS TO NEW YORK, (WHEN THEIR OWN ASSETS ARE IN EXCESS OF 4 BILLION!), PLEASE PHONE OR WRITE:

FAMOUS PLAYERS LIMITED,
1086 Park Royal,
West Vancouver, B.C.
V7T 1A1 (926-7321)

Thank you for your concern and your time spent in reading this pamphlet,

**Theatre Employees' Union,
Local B-72 I.A.T.S.E.**

Movies strike gold

By BOB THOMAS



Associated Press

VANCOUVER SUN, SATURDAY AUGUST 25, 1984

FAMOUS PLAYERS LOCKOUT

Theatre Employees, Local B-72 have provided the Federation with an update on their dispute with Famous Players Theatres.

The following theatres are covered by their certification:

Lower Mainland

- Capital Six, Granville Street *
- Vancouver Centre, Granville & Georgia *
- Denman Place, Denman Street
- Downtown, Granville Street
- Fine Arts, West Georgia *
- Columbia 1 & 2, New Westminster
- Park Royal, West Vancouver.
- Lougheed Mall Cinemas, Lougheed Mall, Burnaby *
- Stanley Theatre, Granville Street
- Richmond Square *

Victoria

- Capital Six *
- Coronet

Nanaimo

- Fiesta Twin

Prince Rupert

- Prince Rupert Cinemas

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Theatres marked with an asterisk (*) either remained open or have re-opened using either management staff or scab labour.

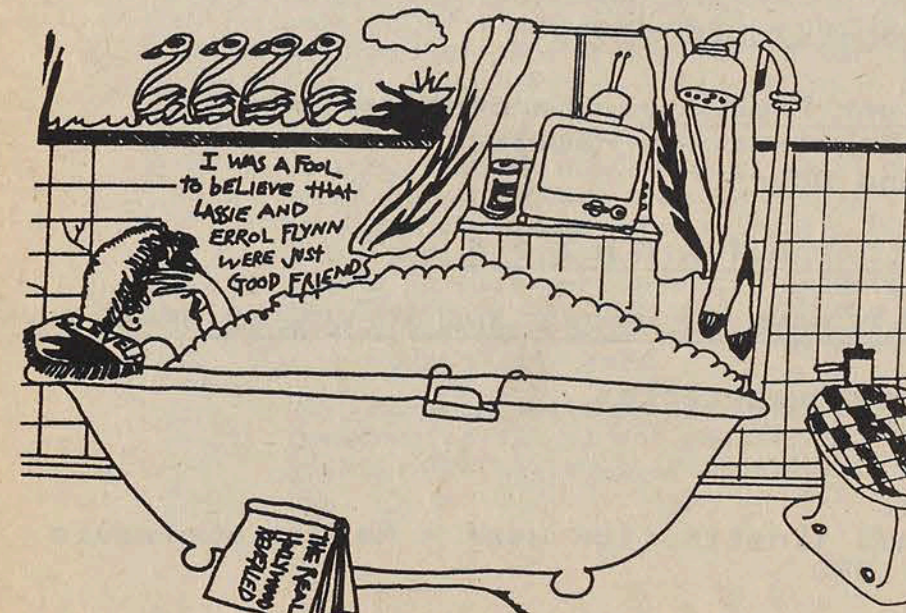
Union projectionists from B.C. Projectionists Union, Local 348 have been observing picket lines with the result that the employer has hired non-union licenced projectionists to perform their work.

The Officers of the Federation will discuss, at their next meeting, whether or not to issue a HOT DECLARATION against this unfair employer.

Meantime, you are requested:

**** DO NOT PATRONIZE THESE THEATRES ****

From BC Fed. Bulletin Board
Sept. 27, 1984



From: BC Fed Current Disputes
Sept. 27, 1984

HOT EDICTS

SLADE & STEWART LTD., Vancouver, Penticton, Kamloops, Terrace - Retail Wholesale Union, Local 580

OKANAGAN H-R-I SUPPLY LTD. (All products and services) - Retail Wholesale Union, Local 580

CANADIAN TIRE (Prince George location only) - Retail Clerks, Local 1518

KERN CHEVROLET OLDSMOBILE - International Association of Machinists and Aerospace Workers, Lodge 1857

PURDLATOR COURIER (B.C. operations) - Retail Wholesale Union, Local 580

STEVENSON CONSTRUCTION - PENNYFARTHING SITE - B.C. & Yukon Territories Building and Construction Trades Council

B O Y C O T T S

CANADA TRUSTCO MORGAGE COMPANY (CANADA TRUST) - CLC

CANADIAN TIRE (All locations) - Retail Clerks Union, Local 1518

KERN CHEVROLET OLDSMOBILE/JIFFY MARKETS (All facilities and locations) - Machinists & Aerospace Workers, Lodge 1857

MICHELIN TIRE - CLC

LETTUCE - CLC Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews

HUSKY OIL - IWA Husky Restaurants, Service Centres, Barbeque Supplies

PROCTER & GAMBLE - USWA Soap products/detergents

LOUISIANA PACIFIC CORPORATION (Forest Products - Carpenters/IWA -- Construction material, Waferwood Construction Panels, Pabco Xonolite Insulation, Weatherseal Windows and Doors

D O N O T F A T R O N I Z E

AFFILIATES ARE REQUESTED NOT TO PURCHASE OR HANDLE THE FOLLOWING BRAND NAMES

SNO BOY Fresh fruit and vegetables

STAND BY Canned goods

SUNSHINE Packaged goods (institution use) - Retail Wholesale Union, Local 580

* * *

oteu#15

♦ ♦ ♦ MERGER COMMITTEE ♦ ♦ ♦ ♦ ♦

The Merger Committee got off to a slow start, it being summer...But we have met fairly regularly, and we have done a considerable amount of research, and held discussions with several unions. We should be able to come to the executive, and then to the membership, with a recommendation in the near future.

First of all, we engaged in general discussion of the options open to us. The 'larger unions' we discussed merging with were the BCGEU, CUPE, VMREU, OTEU and the HEU. Members of the Committee were then assigned various options to investigate. After informal discussions with the various unions, the Committee decided not to recommend the BCGEU or the VMREU. There was a consensus among the Committee members that the BCGEU could not accommodate our structure, and that merging with that union would mean too complete a change of our current organization. The Committee feels that AUCE should maintain as much autonomy as possible, and that what is essentially a healthy organization should be augmented, not dismantled. The VMREU, on the other hand, was a much more hotly debated option. The decision to not recommend this union turned on its 'independence', ie. its non-affiliation to the Canadian Labour Congress and the BC Federation of Labour. Some members of the Committee consider such 'independence' essential to maintaining AUCE as the kind of union they wish it to be. Others feel that the whole purpose of this exercise is to abandon such 'independence', and become part of the 'main-stream' labour movement. The vote on the question of recommending the VMREU was very close. The Committee decided to pursue formal discussions with the OTEU and with CUPE, and to have informal discussions with the HEU (this had not yet been done).

We have now had further discussions with both CUPE and the OTEU. The essential difference between these two options is the cost, and the services offered. CUPE is a large, highly organized Canadian union, with a whole range of services available: legal, educational, research, public relations, and various other forms of expertise. We would essentially retain our autonomy as a local, but the cost would probably necessitate some scaling down on our part. We are in the process of negotiating with CUPE. They have offered us a two-year service contract — ie. we will have all the benefits of membership for two-years, and then decide if we want to continue as an official CUPE local. The OTEU, on the other hand, is a large international union, but not very large, or highly organized, in BC. We would retain almost total local autonomy, the cost would be much lower than CUPE, but the same level of services would not be available. We would be part of a developing organization, and would presumably have a role in that development. In both cases we would be affiliated to the CLC, and have the option of joining the BC Fed and the Labour Councils. We would also have access to a large strike fund.

The Committee will be presenting a full report, with reasons for all of our decisions. The issue will, of course, have to go to referendum ballot.

Ted Byrne

Then the main motion was put on the floor for discussion.

Motion: That the Local Association By-Laws be amended in the following manner:

Section E: Delete reference to "Union Organizer."

Section G(1): Add to the existing wording: In addition the President shall do work related to the Grievance Committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures.

Further, this position shall share the general office work (ie. correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, shall do work related to the Contract Committee and negotiations. (This wording is taken almost exactly from the current wording found under Section G(6) Union Organizer)

Section G(6): Delete entirely as it has been moved as above and renumber remaining sub-sections.

Section J(11): Replace the title "Union Organizer" with the title "President."

Moved by: Marcel Dionne
2nded by: Adrien Kiernan

Yes I agree with these amendments: _____

No I disagree with these amendments: _____

Mark one option only.

Marcel Dionne motivated the motion. He said that he had found the job of President very time consuming. He thought that it was too demanding to do justice to both your job in the bargaining unit and the Presidency.

Philip Hall spoke against the motion. He felt the present system of having the three full time Office Staff positions at an equal level worked well and there was no need to create a hierarchy in the office. He was also opposed to losing a position from the Executive.

Suzan Zagar opened up the question of how the election would be handled in future if the motion as proposed was passed. Would this then mean that the President was elected in May and the rest of the Executive elected in December? It was suggested that that problem could be addressed in a subsequent motion if the by-law amendment passed.

Richard Melanson stated that he was concerned about the signing authority in the financial business of the Union. He proposed an amendment to the motion:

THAT SECTION K. 6 THAT ALL CHEQUES ISSUED BY THE LOCAL ASSOCIATION SHALL REQUIRE THE SIGNATURE OF THE PRESIDENT AND ONE OF THE FOLLOWING: VICE-PRESIDENT, OR TWO TRUSTEES. BE ADDED TO THE BY LAWS.

The Chair ruled the amendment out of order because it appeared more related to a change in duties for the Secretary-Treasurer than the President. She suggested that if he wanted this motion to be considered that he serve notice of motion for the next membership meeting. There was some discussion about when the ballot should go out and if it should include written submissions.

Moved by Bev Westbrook
Seconded by Patricia House
THAT A SUPPLEMENT GO OUT WITH THE BALLOT AND THAT AN ATTEMPT BE MADE TO HAVE THE RESULTS OF THE BALLOT BY THE NEXT MEMBERSHIP MEETING.
The motion was CARRIED.

6. Contract Committee report

Ted Byrne reported that nothing much has happened, we have not yet heard from the Compensation Stabilization Program office regarding the annual increments.

It has been made clear to us that what the University is proposing is a 0% wage offer for two years.

None of the other Unions on campus are presently negotiating either. The Contract Committee has been directing most of their energy towards formulating language on downward bumping...that is not yet ready for presentation to the membership. It is extremely complex.

7. Merger Committee report

Ted Byrne reported that the committee has been meeting regularly. They are looking at BCGEU, HEU, BCTF, VMREU, CUPE and OTEU. These were all suggested by the membership.

The committee has decided against recommending the BCTF or the VMREU. CUPE or the OTEU are developing as the most promising options. CUPE would be very expensive but offers more service. OTEU costs less but offers fewer services and is a smaller union in Canada. Both would offer autonomy and CLC affiliation.

There was discussion and questions from the floor.

The meeting was adjourned.

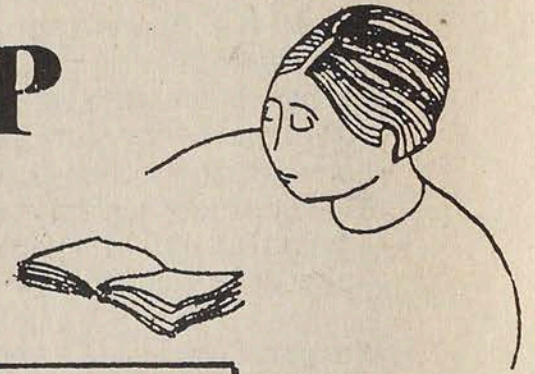




association of university and college employees

MEMBERSHIP MEETING

THURSDAY, OCTOBER 25, 1984 IRC 6 12:30-2:30 P.M.



1. Adoption of the agenda
2. Adoption of the minutes of June, August, September/84
3. Business arising from the minutes (see notice of motion in September minutes)
4. Nominations.....opening for the Executive positions
5. Contract Committee report
6. Grievance Committee report
7. Secretary-Treasurer's report
8. Merger/Affiliation Committee report
9. Other business

AGENDA--