



association of university and college employees
#202-6383 Memorial Road, University of British Columbia

BUDGET CUTS HIT AUCE MEMBERS

TO: ALL AUCE LOCAL I MEMBERS

August 10th, Mr. Richard Bird, an arbitrator, delivered his award concerning the 1981-1982 salary increases for the UBC Faculty Association.

On August 14th, in the wake of this arbitration award, the University imposed a hiring freeze on all positions, both academic and non-academic, at the University. This means, for AUCE members, that no one will be able to fill any posted or temporary position at UBC. This freeze also stops transfers within the University. AUCE finds this situation has been made even more intolerable by the fact that we have received no notification from the University. This lack of consideration is abhorring.

We managed to squeeze only 19% over 2 years out of the UBC budget. The recently arbitrated award of 18% (plus 3% merit award) over 1 year to faculty only exacerbates our frustration with our pitiful salaries. After all, prices of housing, food, clothing and interest rates are rising for ALL OF US.

This directive from the Vice-President's office threatens to drastically reduce our bargaining unit, to impose an enormous added work-load on our members and to eliminate temporary positions.

We must protect ourselves. AUCE members must strictly enforce those articles in our contract which can protect us. If we don't utilize our collective agreement, we will be helping to subsidize the faculty's wage increase, aid the University with their hiring freeze, and lessen our job security.

This means that we must be aware of the following articles and grieve any infractions on them:

Article 5.06 Bargaining Unit Work

Persons not employed within the bargaining unit shall not do the work of employees within the bargaining unit except when mutually agreed between the University and the Union... This means that work usually done by someone in our bargaining unit cannot be done by someone who is not in AUCE, such as faculty, A&P, etc. If someone leaves a department and is not replaced, for example, a librarian, dept. head or other A&P person cannot assume these duties.

Article 5.04 Reductions in the Workforce

An employee's workload will not be increased beyond a normal workload expected of an employee in a regular work day as a result of layoff, attrition, suspension, discharge, resignation, vacations, leaves or changes in the University's procedures or methods of operation. This means that if someone leaves a department and is not replaced, their work must not be given to someone else who is currently carrying a full work load.

Article 31.02 List of Job Duties

(c) Lists of tasks or duties may not be all inclusive, but all work performed within an individual position must be consistent with the terms of the Standard Job Description of the classification. This means that your duties must be consistent with the general job description for your classification, ie: Clerk III, LAII, etc. For example, job duties which formerly were assigned to a Clerk III would fit into the general job description of a Clerk III and therefore not into the general job description of a Clerk I, and a Clerk I would not be expected to perform them.

Article 34.03 Termination Dates

(d) No termination date shall apply to a continuing employee with more than one (1) year of seniority. This means that a person who is a continuing employee and has one year seniority must be laid off in accordance with Article 34.05(a), given appropriate notice in accordance with Article 34.07(a).

Article 34.05 Layoff Procedure

(a) Continuing Employees

(i) When the position of a continuing employee is discontinued and no coincidental vacancy occurs during the period of notice of involuntary transfer, the employee with the least amount of seniority in the classification shall be laid-off and the incumbent of the position discontinued shall be involuntarily transferred to the resulting vacancy. This means that if a position of a continuing employee is discontinued, the employee has the right to "bump" a person with less seniority, who will be laid-off.

Article 34.07 Notice

(a) All employees will receive one (1) month's written notice or one (1) month's pay in lieu of notice, except temporary employees who will receive two (2) weeks notice or two (2) weeks pay in lieu of notice. In any case the Union shall be notified in writing at the same time as the employee concerned.

The budgetary constraints placed on the University by the Provincial Government are unrealistic in light of the current rate of inflation. This is made evident by the ridiculously low wage offers the University has made to the various bargaining units on campus.

It is ludicrous to expect that the already underpaid and overworked AUCE clerical workers should be expected to bear the brunt of budgetary constraints imposed by the Administration. Such a move is indicative of a definite lack of concern for non-professional workers.

FOR FURTHER INFORMATION, CONTACT THE AUCE LOCAL I UNION OFFICE, 224-2308.

On behalf of the Grievance Committee,

Wendy Bice

Wendy Bice, Union Co-ordinator, AUCE #1