

ACROSS CAMPUS

Assoc. of University & College Employees

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

VOLUME 1 ISSUE 2

OCTOBER 22, 1973

STAFF ARE THE LAST TO KNOW

It is absurd that in too many cases support staff are the last to know of policy changes which directly affect them. Although an organization the size of UBC is bound to have some communication problems, there is no excuse for employees not receiving notification of such items as a change in the annual holiday allowance for staff. (in one case, a staff member did not find out about the increase in annual holiday to three weeks for those with three years continuous service until almost a year after the new policy came into effect.)

Part of the problem seems to be that changes in policy that affect support staff are sent to Department Heads. Although many Department Heads and supervisors are very conscientious in this regard, there are others who find themselves so busy with other matters that they neglect to communicate the policy changes to all the staff in their department. It would seem to be more appropriate to send notification of such changes in policy to Department Heads and those staff directly involved.

Since it does not appear that any large improvements in the communication system on campus are about to take place, AUCE through Across Campus, will attempt to notify all members of any pertinent changes in policy or procedures.

TO A.U.C.E. MEMBERS

Official notice is hereby given for a membership meeting to be held Thursday, Nov. 8 at 5:15 pm. Place to be announced at a future date.

The following amendment to Local #1 By-laws will be voted on at the November membership meeting. Proposed amendment to Section K.1 Dues & Finances:

"Monthly dues shall be \$4.50 for each member of the Local Association who works 30 hours a week or more and \$2.00 for each member of the Local Association who works less than 30 hours a week. Dues shall be payable each month."

This amendment has been proposed since under the current By-laws, even part-time workers would have to pay the full amount of the monthly dues.

PART-TIME HOURLY EMPLOYEES

Non-union employees who occupy permanent part-time positions at UBC have none of the benefits (eg. dental plan, medical plan, sick leave) that full time staff receive. In comparison, many part-time hourly employees in unions on campus share the same benefits that full-time union employees receive.

A.U.C.E. will fight for equal benefits for all employees.

HOW IS THE CURRENT DRIVE
PROGRESSING?

At press time, 385 UBC clerical and library staff have signed applications. Target: 600

Target date: December 1/73

If you wish to help sign people up, or if you haven't signed up yet yourself THIS SEPTEMBER OR OCTOBER, please contact one of the executive members listed below.

LOCAL #1 EXECUTIVE:

Jean Rands (); Verity Wormald (); Dick Martin (); Sandra Lundy (); Ian MacKenzie (); Jackie Ainsworth (); Joan Cosar (); Duane Lunden ().

SALARIES TO BE PAID BI-MONTHLY

Notification has been received in all UBC departments that support staff will be paid bi-monthly beginning in November. This may at first seem somewhat mystifying in view of the results of the Personnel survey on the question of monthly or bi-monthly pay. This survey indicated that more UBC staff favor the monthly system of payment.

However, in a review of the Acts passed by the government of British Columbia, one will encounter the Payment of Wages Act (1962, amended 1963) which states that "Employers are required to pay wages at least semi-monthly within 8 days of the expiry of each pay period."

One would wonder why effort and money was expended on a survey when the procedures regarding payment of salary are governed by an Act of the B.C. Legislature!

A.U.C.E. OFFICE NOW OPEN!

After almost a month of delays, Local #1's office is now open. We are located in Room 228, which is on the west side of the 2nd floor of SUB. The executive hope to arrange it so that an organizer will be on duty Monday to Friday, at least during the lunch period. The phone should be installed by Oct. 23 - number available from BC Tel information.

GRIEVANCES ANYONE?

As unionized workers, one of the most important things we can fight for is a good grievance procedure. Especially in the case of a first contract, there may be many violations of our newly-won rights. We want to be sure that the demands we win at the bargaining table are upheld in the office.

When injustices occur at work now, we must either keep quiet and let them occur, or we must go as individuals to our supervisor and/or Personnel to try to solve the problem. Very rarely is there a satisfactory solution. With a set grievance procedure and a steward in each office when AUCE becomes a certified union, we won't have to feel quite so alone.

It is surprising how the same problem repeats itself in many different offices and libraries across campus. The most common ones seem to concern job classification. A monthly meeting of the stewards from different areas would enable us to share ideas, to support each other, and most important, to work together to solve our common problems and complaints.

AUCE, although not yet certified, has started processing grievances in libraries and offices where a majority of the workers have joined the union.

If you work in an office or library where a majority have signed into the union and want to begin working now on some of the problems in your area, come to the weekly organizing meeting (South side of SUB Caf, Tuesdays 5:15) or call Jackie at 255-2197.

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RECLASSIFICATION ANNOUNCED

Those who applied during the summer for a reclassification of their job finally received the results this month.

It appears to be the general policy that staff whose jobs were reclassified will receive retroactive pay differential to July 1, 1973. In addition, those who have received payment for overtime worked since July should be receiving appropriate additional pay. (Overtime pay is calculated on the basis of time and a half for the first four hours and double time thereafter. To calculate your regular hourly pay, divide your gross monthly salary by 157.)

If there are any discrepancies regarding retroactive pay that you believe you are entitled to, contact one of the executive, drop by the AUCE office in the Student Union Building or write to Box 11, SUB.

ADDITIONAL HOLIDAY IN DECEMBER

Department heads have received notification that staff are to be given the choice of taking either Christmas Eve day or New Year's Eve day as a holiday. In some cases the individual staff members can choose their preferred day and in others the decision is made by the supervisors.

Those who have not as yet been notified of this extra holiday should check with their Department Head or supervisor.

DAY CARE

As more women join the work force out of financial need during these inflationary times, day care becomes a necessity for many working parents and their children.

At UBC there are eight parent cooperative day care units accommodating 160 children. Of these, approximately 15% are children of supporting staff. The waiting period for this service ranges from three to six months.

The university has allocated buildings on a rent-free basis, with parents sharing in the maintenance and administrative duties and assisting staff in the daily care of children. Some staff have been granted time off work with pay in order to attend to the needs of their day care units. This amounts to one to four hours per week, depending upon how much assistance is required.

Following from the Report on the Status of Women at UBC published earlier this year, many AUCE members maintain that the university must do more to provide funds for capital costs of permanent high quality facilities.

Any suggestions or questions regarding day care facilities on campus could be directed to any of the AUCE executive.

AUCE STILL NEEDS MONEY! HELP!

To: AUCE
Box 11
SUB

I would like more information about AUCE _____
I would like to join AUCE _____
I would like to help in the drive _____

NAME: HOME PHONE.....

ADDRESS.....

DEPARTMENT OFFICE PHONE