

2 AUCE

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

PRESS RELEASE

FOR IMMEDIATE RELEASE

July 25, 1977

The membership of AUCE Local 2 at SFU is gravely concerned over the apparent inflexibility of the University to negotiate a new contract quickly and satisfactorily.

Our 625 members have been without a contract since Nov. 22/76. After a month of mediation which began in June, the University is now wanting to reopen negotiation on nine items already signed by both parties. This combined with the impractical wage offer resulted in an adjournment of mediation last week.

After careful consideration of AIB guidelines, recent wage settlements on campus and the current budget situation, the Union's Contract Committee proposed the following settlement as part of a new 16-month contract:

4½% increase retroactive to Nov. 22/76, to cover the period Nov. 22/76-Nov. 21/77, followed by \$45 per month to Mar. 31/78. (A further 1½% increase, calculated by automatic 6-month step increments for most employees, would bring the AIB's costing of the Union's proposal to 6%).

The University has rejected this in favour of a "bonus" of \$540 to cover the period Nov. 22/76 - Nov. 21/77, followed by \$45 per month to Mar. 31/78.

The Union is not prepared to accept a wage offer partially in the form of a "bonus", as this action would be detrimental to the Union's

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position when renegotiating the 1978 contract. Offering bonuses has never been an ethical approach to negotiating with unions.

We feel the University is particularly unfair in light of the fact that it has recently negotiated a 6.3% salary increase with faculty, and has offered its management workers 6.2% increase. In addition to these wage gains, both groups are eligible for merit increases. Graduate teaching assistants were awarded a 6% increase.

We also find the University most unfair regarding the two bottom grade classifications, which in December, 1976 were ruled by the L.R.B. to be part of the bargaining unit. The University immediately dropped one grade's wages to \$3 per hour and is now unwilling to keep them in line with other wages in the unit.

At a meeting July 21 the membership reconfirmed their support for the contract committee's proposal. A job action committee will meet this week to consider further action.

Nine months without a contract is long enough.

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Ref: Perce Groves, Chairperson, Contract Committee: 291-4433 or [REDACTED]
Marylee Munroe, AUCE Co-ordinator: 291-4433

4.5 + 4.669	
Steps 2.95 - .4	2.55
Retro steps	.185
Dental	.347
Students	1.44
Neg meeting	.417
Arb.	
Prom	
	SFU

LABOUR RELATIONS

- SFU STYLE

After ten months of negotiations, Chuck Buchanan, the University's chief negotiator, presented the Union with the University's version of the cost of the Union's contract demands. An exact copy of Buchanan's presentation appears at left.

You may have been told that the Union is asking for a 9% overall increase.

The basic raise requested is 4.5%.

"Steps" and "retro steps" in Buchanan's presentation refer to the automatic semi-annual wage increases received by employees with less than 4 years service. Although these increases are guaranteed by the present contract, and have been in

effect for several years, they may be costed by the AIB. To quote a personnel department official, the percentage cost of such increments is almost impossible to calculate manually, and the Union cannot do its own costing without access to the University's statistics.

The Union has not asked for a change to the dental plan.

The "students" referred to are the workers in the lowest pay grades whose wages were decreased by 30% after the end date of the last contract.

The "neg meeting" reference involves maintenance of salary by the University for two of the Union's negotiators for attendance at negotiations. Salaries of five reps were paid during the first negotiations; salaries of three reps have been maintained in the current negotiations.

The "Arb" refers to payment by the University for the grievor and a Union representative to attend arbitration. In other words, the worker can take his complaint 'to the top' without suffering loss of pay.

Under the "Prom" clause, an employee who is promoted must receive a minimum \$17.50 biweekly increase.

And, yes, we did notice the error in arithmetic.

If you have any questions, and we'll be surprised if you don't, call the Union office at 291-4433.

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ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

To the SFU community:

Simon Fraser University is faced with yet another breakdown in labour-management negotiations. The Association of University and College Employees, Local 2, recognizes, as it has all along, not only a responsibility to its membership but also its responsibility to contribute to the smooth operation of the University. We also recognize that during periods of strikes or lockouts other groups on campus suffer because of our problems. In the real world, the short-run advantage gained by one side or the other as a result of a strike or lockout is lost with the passage of time, and all that remains are the bitter memories and a less than viable institution.

The Association of University and College Employees, Local 2, therefore, wishes to take the first step in defusing the current dispute by explaining to the University community the A.U.C.E. position. The Joint Job Action Committee of A.U.C.E. has brought together members who are qualified to speak on the history of labour/management relations on campus, and the state of current negotiations.

This information session will take place on Wednesday, August 31, from 12:30 to 1:30 pm, in room 9200 AQ. Following the speakers there will be a question period. Coffee will be served - we hope you can make it.

Respectfully,

Ida Curtis

Ida Curtis
President
A.U.C.E. Local 2

2AUCCE

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

PRESS RELEASE

September 14, 1977

IMMEDIATE

A proposed second contract between AUCE Local 2 and Simon Fraser University will be voted on in a referendum ballot and results will be tabulated before September 30. The Union has been without a contract since Nov. 22/76 and served SFU with 72-hour strike notice Aug. 17/77.

The proposal includes a wage offer by the University of \$34.50 monthly, which with service increments amounts to around a 6% increase for the first 12 months of the contract, according to the AIB guidelines. Other factors used to determine the 6% figure are: payment for two negotiators at negotiation meetings, payment for all members to attend one two-hour union meeting each year, payment for the grievor and one Union representative at arbitration, and increased minimum raise received on promotion.

The contract will run for 16 1/4 months, with an added \$45 monthly in the last four months of the contract.

The Contract Committee has made no recommendations for either acceptance or rejection of the offer.

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