

UBC REPORTS

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UBC REPORTS SPECIAL EDITION

This edition of UBC Reports has been produced by Information Services for the benefit of students, faculty and others seeking information on the AUCE strike.

Picket lines lifted; early settlement is president's hope

President Douglas Kenny says he hopes the lifting of picket lines and return to work by UBC's striking clerical and non-professional library workers will lead to an early conclusion of contract negotiations.

"I can only assume they are returning in good faith," President

Kenny said late Tuesday night when he learned of the back-to-work decision, "and the University is certainly accepting the return in good faith."

Although a spokesman for the Association of University and College Employees said Tuesday night there was a good possibility the strike might be resumed at a later date if a contract were not negotiated, President Kenny expressed the hope that this would not take place.

The union spokesman said the vote to return, taken at an AUCE general membership meeting, was overwhelming.

He said the return was recommended by the executive, for a number of reasons.

He said there had been some falling off of support, both by AUCE

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Outstanding Issues

Apart from the major issues of salaries and job classifications, only eight points remain to be negotiated in the University's dispute with the Association of University and College Employees.

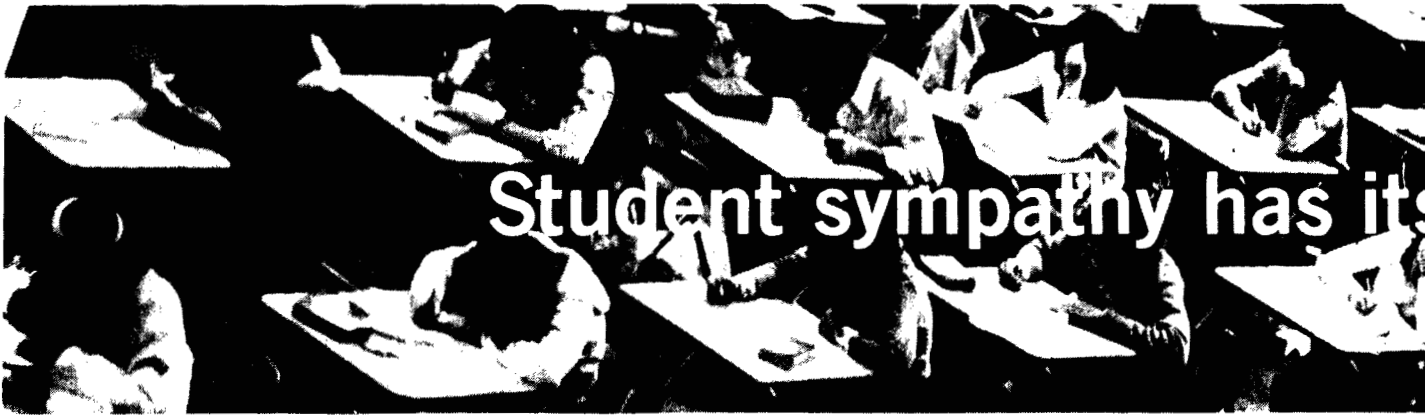
Still outstanding are the questions of:

- o Subsidization of staff rooms and facilities;
- o Paternity leave;
- o Extended vacation benefits;
- o Time off for union meetings;
- o Shift-work differentials;
- o Expanded sick-leave provisions;
- o Time off for moving house;
- o Overtime for shift workers.

The implications of these unsettled issues will be detailed in a subsequent edition of UBC Reports.



Wrestling with a few of the 440 bags of regular mail that arrived on the campus on Monday are Jack Hunter, left, supervisor of campus mail, and Sid Potter, of UBC's Purchasing Department. Normal campus delivery service will resume soon.



Student sympathy has it

A cold and windy Tuesday afternoon on campus. Students hunched over books in the libraries. Some students busy staring into space until UBC Reports roving reporter interrupted their reveries with questions about the AUCE strike. UBC Reports: What made you decide to cross the picket lines?

Education Student, 5th year: I hadn't crossed the picket lines last week, but today I had to hand in my take-home exam. I didn't cross the picket lines last week because my classes were finished and I didn't have any exams. If I had exams, I would cross them. But I feel guilty about it.

I'm a lot in sympathy with the union's demands, reducing the number of classifications . . . I'm surprised the union didn't get more support from the faculty. But most students are apathetic toward the strike. They're here so that they can get a good job and earn more money than a secretary would.

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UBCR: Did you make a decision to cross the picket line?

Architecture student, 2nd year: Yes, I did. I belong to a union myself. But I thought that getting my papers in was more important than any sympathy I might have with the strikers.

UBCR: Do you feel the demands of the union are justified?

Student: I really don't understand what their gripes are. I've put in a whole term and I'm not going to blow it just because the union is on strike. I've got some things I want to do and I want to get everything out of the way by Christmas.

* * *

UBCR: You were given the choice of writing your exams after Christmas if you didn't want to cross the picket lines. Why are you writing now?

Science Student, 1st year: I don't want to have to study over Christmas. I'm not doing very well
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and I really can't afford not to cross the picket lines.

UBCR: What effect do you think your crossing the picket lines has on the strike?

Student: I guess it's not really good for it. But it's just something that you never even think about.

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UBCR: Why did you decide to cross the picket lines?

Arts student, 2nd year: I just get tired of all the strikes. I can't sympathize with what the union is asking for. I think that is a lot of money to ask.

UBCR: Do you think the union is striking only for more money?

Student: Well, I think there are probably a lot of non-monetary things as well, like more holidays and so on, but you could make that into money as well.

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Work resumes

Almost all construction projects on the UBC campus will be back in action today after several days of idleness owing to the AUCE strike.

Even before AUCE members voted to go back to their jobs, construction workmen were preparing to return to campus projects.

Workmen were on the site of the new indoor swimming pool adjacent to the Student Union Building on Tuesday and other specialized trades were working in the new Civil and Mechanical Engineering Building near the intersection of Stores Road and Main Mall.

Other projects where work had already resumed include the new Animal Care Facility in the South Campus research area and the addition to the General Services Administration Building.

Work is expected to resume today on the Museum of Anthropology on the site of the former Fort Camp Residence.

UBCR: Why did you cross the picket lines?

Geography student, 4th year: I didn't.

UBCR: But you're here on campus. Student: It's a funny thing. You see, I live in residence, so I went to bed one night outside the picket lines and woke up the next morning inside the picket lines, so the only way I could support the strike is to stay here.

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UBCR: Why did you decide to cross the picket line?

Physical Education student, 2nd year: I never really thought about it. What difference does it make?

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UBCR: Do you think that AUCE is justified in making the demands they have made?

Home Economics student, 2nd year: No, I can't see that they should get more than 10 per cent if nobody else can. I work in a grocery store and I can't get a raise because the food prices are frozen.

UBCR: How about the whole male/female equality issue which has been raised by the union? The union wants to be paid the same as men who are doing work of equal value to the University.

Student: Well, I think they should get the same as men doing the same job, but I think the men are overpaid. How you solve that, I don't know. I haven't really thought about it enough. I guess I'm thinking more about me and my exams right now.

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UBCR: Why have you crossed the picket line?

Business Administration student, 7th year: It would be a pretty serious cost to me if I didn't. I've got term papers to do.

UBCR: Do you support the union's demands?

Student: I understand that the union's already been offered 19 per cent, and that is well in excess of the wage and price controls.



Limits — exams come first

And personally I'm in favor of the controls, so I can't support the union. Maybe I'd be more sympathetic if they only wanted 12 per cent plus the other things like union wages for student assistants, but 19 per cent is well above the guidelines.

I think the mood of society is turned against strikes and labor. I don't think that small groups should be able to hold society at ransom.

With the 15 per cent limit on increases by the provincial government, it really comes down to how many groups there are on campus that that 15 per cent is going to be split among.

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UBCR: Why haven't you supported the strike by not crossing the picket lines?

Arts student, 1st year: Because I felt like I was being used. I'm not against the strikers. I just felt they were using me to get their money, or whatever it was they wanted.

UBCR: Do you know what the union's demands are?

Student: I have tried to find out what they wanted. I went to their information meeting last Tuesday, but that didn't help much. I think I know pretty well what they want, but I'm not sure whether they're worth that much.

Back to normal

The library returned to normal hours of operation Wednesday as members of the Association of University and College Employees returned to work.

"We are expecting everything to be back to normal," said Chief Librarian Basil Stuart-Stubbs late Tuesday night.

Library hours are posted on all doors of all branch libraries and hours vary from branch to branch.

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UBCR: Why have you decided to write your exams now and cross the picket lines?

Geography student, 4th year: I simply don't want to write them later. We were told we either have the choice of writing them now or writing them in August. Some choice!

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UBCR: Why have you crossed the union's picket lines?

Arts student, 1st year: Well, I agree with what they're doing. The women want equal wages, right? But it's not going to help me any, and it's not going to help them any if I don't cross the picket lines. They're going to go back to work, and everything will be all right, but I'm going to go back to school and I'll have missed a lot.

UBCR: Has the strike had any effect on your classes or exams?

Student: Not on my classes. All my teachers said that their priorities were with their students. But it sometimes takes a long time to get parked because the pickets block the roads. They're not going to get student support that way.

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UBCR: Why did you cross the picket line?

Agricultural Economics student, 7th year: I didn't feel that me crossing would make any difference. I'm in grad studies and I'm just writing my thesis. Whether I get my thesis done three weeks later isn't going to make any difference to anybody. My thesis isn't vital to anyone, that's for sure.

UBCR: Why do you think that students haven't supported the strikers?

Student: You just can't look at a student as being a union member. I pay to come here; I don't get paid. I think the union's demands are pretty reasonable, but I think they're being unreasonable about the last few percentages. I think it

would be worth it to them to go back to work now.

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UBCR: Why haven't you supported the AUCE strike by not crossing the picket lines?

Science student, 2nd year: 'Cause I had exams. I really don't sympathize with them because they chose a really bad time to strike. They say they want equal pay with the men, but I don't even know what they're comparing — what jobs with what. I don't know what a Clerk I does.

They're really trying to disrupt the students. The place is a mess. In my case I have five exams in four days, and I can't even get a cup of coffee around here.

Power outage chills towers

Heat was cut off for two hours late Tuesday afternoon from the three-building Walter H. Gage Residence complex.

But this was not related in any way to the AUCE strike, nor was it a result of a failure of the University's heating system.

Frank Keetley, superintendent of operations and maintenance for the Department of Physical Plant, explained that B.C. Hydro cut off electrical power briefly in order to change a feeder cable to the campus. This power outage halted the Gage heat pumps, which had to be restarted manually.

The Gage towers, like most campus buildings, are heated by a central steam plant which was operated throughout the strike by Physical Plant professional and supervisory personnel. No trouble was experienced in maintaining heat throughout the campus apart from the Gage incident.

BACK TO WORK

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members and members of other unions who had been honoring the AUCE picket lines.

The strike began last Wednesday.

The decision to return came after a meeting on Monday between C.J. Connaghan, UBC vice-president of administrative services, and the union negotiators which led to an exchange of position briefs on Tuesday.

The union outlined its case for cutting UBC's present 17 wage classifications to 7 broader ones, and the University outlined its case for reducing the classifications to a minimum of 9.

The UBC brief also strongly urged the union to reconsider the salary and classification offer that was made last weekend and rejected by the union membership Sunday night.

The offer was in three parts — restructuring to nine pay grades, which would cost the University 6 per cent; a 7-per-cent or \$70 increase on the nine new base rates, retroactive to last Oct. 1; plus an additional amount to bring the total to 10 per cent or a minimum increase of \$100 by Jan. 1.

The union's seven-category restructuring would amount to an average salary increase of 11 per cent. AUCE also asked for a straight 10-per-cent increase with a minimum raise of \$100 a month on top of that, all retroactive to Oct. 1. The total would have amounted to 23.8 per cent.

On the reclassification issue, the basic contention of the union is that positions carrying the same numerical level (i.e. Clerk I and Secretary I, Clerk II and Secretary II, etc.) are directly comparable. AUCE argues that although duties may differ technically, at each level they are of similar complexity and therefore all jobs at a given level should carry the same salary.

Thus, under the union proposal, Pay Grade 1 would include Clerk I, Library Assistant I, Data Control Clerk I, Steno I, Secretary I and Keypunch Operator Trainee.

The University contends that these positions are not all directly comparable.

UBC says, for example, that Clerk I, Library Assistant I and Data Control Clerk I are all basic entry-level jobs requiring no previous experience or special training, and therefore groups them all together in its proposed Pay Grade 1.

On the other hand, it says, the positions of Secretary I and Steno I

both require skill and training beyond that of the basic entry level, and also carry a wider range of responsibilities. It therefore proposes to include these two categories in Pay Grade 2 of its nine-grade structure.

The University argues that the same principle of higher financial reward for additional skills and training should operate at higher salary levels as well. In fact, it says that compressing the present 17 categories into too few alternative groups would cause even greater difficulty at these higher levels, where "there are obvious differences relating not only to skill and experience but also particularly to degrees and kinds of responsibility."

In its response to the AUCE brief Tuesday, the University said:

"The University's position on the proposed nine-level restructuring is based on the premise that classification grading relates to differences in training and

knowledge, skills, experience, complexity, and responsibility.

"Moreover, the University considers that a nine-level classification system provides for greater flexibility and more equitable treatment in the compensation of employees in an institution of this nature" than the union's seven-step proposal.

In only two instances, at the top end of the scale, do the union and the University agree completely on the placing of job categories within a pay grade. The union's top pay grade (Grade 7) lists Chief Computer Operator and Assistant Supervisor of Operations, as does the University's top pay grade (Grade 9). And in the second-highest pay grade, the union has Senior Computer Operator and Senior Buyer, as does the University.

At the lower end of the scale, the first two pay grades proposed by the union are spread over three grades under the University plan. The union's first pay grade contains six jobs and the second pay grade nine. UBC has three in Pay Grade 1, five in Pay Grade 2, and seven in Pay Grade 3.

The next three pay grades under the AUCE proposal are spread over four grades in the University scale. AUCE would have nine jobs at Grade 3, six at Grade 4 and three at Grade 5. UBC lists five jobs at Grade 4, five at Grade 5, four at Grade 6 and four at Grade 7.

The union, in its brief to the University, also took the stand that the classification groupings should be the prerogative of AUCE, not of UBC.

"It is a puzzlement to the union that the University should be at all concerned about how we have chosen to group our classifications . . ." the brief said.

This contention was rejected by the University.

"The University has the responsibility to carry on its operations with fiscal responsibility and as effectively as possible. In order to do this, a realistic and workable job classification system is essential," the UBC brief said.

"We are willing to consult with the union and its members on this matter, and we have been doing so since November, 1974, having met with union representatives more than 30 times on this matter alone. Moreover, we have indicated during the present negotiations that we are willing to continue discussions aimed at remedying any possible inequities in the classification system."

9 Steps versus 7 — Here's How They Line Up

UBC and AUCE proposals for restructuring the job classification schedule compared:

UBC Plan	Present UBC Job Classifications	AUCE Plan
1	Clerk I Library Assistant I Data Control Clerk I	1
2	Steno I Secretary I Keypunch Operator Trainee Clerk II	
3	Library Assistant II Data Control Clerk II Keypunch Operator I Equipment Operator Secretary II	2
4	Steno II Junior Theatre Asst. Keypunch Operator II Sr. Data Control Clerk Clerk III	
5	Secretary III Stack Attendant Senior Keypunch Operator Computer Operator Trainee Theatre Assistant	3
6	Senior Equipment Operator Library Assistant III Stack Supervisor	
7	Senior Theatre Assistant Secretary IV Program Assistant Library Assistant IV Clerk IV Buyer	4
8	Library Assistant V Assistant Programmer Computer Operator	
9	Senior Computer Operator Senior Buyer Chief Computer Operator Assistant Supervisor of Ops	5
		6
		7