

We're out for FAIR TREATMENT

The University is forcing a strike on you. You will be seriously inconvenienced.

Who is to blame for this strike?

The seven men who run UBC.

They are trying to squeeze UBC's lowest-paid workers, most of whom are women. Here is what they are paid annually:

☞ **David W. Strangway**, President: \$195,375 (plus \$23,755 in president expenses).

☞ **Daniel R. Birch**, VP Academic & Provost: \$153,227.

☞ **William Webber**, Associate VP Academic: \$163,811.

☞ **A. Bruce Gellatly**, VP Administration & Finance: \$144,856.

☞ **Robert C. Miller**, VP Research: \$144,629.

☞ **K.D. Srivastava**, VP Student & Academic Services: \$137,564.

☞ **Albert J. McClean**, Associate VP Academic: \$135,836.

Who suffers?

You do. And so do we. We are the clerks, secretaries, clinical, library, computer, food service workers, janitorial, technicians, tradespeople and others whose important work keeps UBC operating smoothly.

Many of us are the university's working poor. And we have been suffering from substandard wages and unfair treatment for many years. Although our families can't afford to do without paycheques while we are on strike, we simply cannot continue to subsidize UBC.

Too many of us take home less than \$1,400 a month. And we have children to feed and clothe, mortgages and rents to pay.

***We ask for
your support
to make this
strike as short
as possible.***

Those seven men have decided to push their support staff — the university's lowest paid workers — out onto picket lines instead of acting fairly.

We know that UBC's students are concerned about their education. And we empathize. However, we have no choice but to withdraw our services. We simply cannot afford to accept another substandard contract.

We're not asking for more than we deserve

We want the going rate for the work we do. BCIT workers recently received a wage increase of 10% over two years. And City of Vancouver employees last week received a 14% increase over three years.

The seven men who run UBC are demanding that we accept 3.85% for the 1991/92 year — even though inflation over that period is 5.2%. What's more, they have offered us nothing for the 1992/93 year! And they haven't budged from that position in six months of bargaining.

Our families are saying "Enough is enough". Over the past 10 years, our buying power has dropped by no less than 25% and as much as 40%.

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We're asking for fairness. That's all!

We're asking for a similar increase to that offered to other people who work at UBC.

Faculty, Management & Professional and non-union Technicians — most of whom make more than \$35,000 a year — have been offered 7% for the year (4% + 3% 'merit' increases).

We're asking for Pay Equity

The university's seven male decision-makers are saying there is no money to pay the lowest paid workers (almost all of whom are women) a fair wage. But it is all a matter of priorities.

- More than 120 people at UBC are paid over \$100,000 a year.

- More than 457 people earn over \$80,000 a year.
- UBC is the only major public sector employer to refuse some pay equity to its employees in this round of negotiations.
- The university is spending millions on new facilities.
- Tuition fees have been increased 4.5% over the rate of inflation.

Obviously there is no lack of money. But there is a serious lack of concern for employees!

We are two groups of workers

There are two local unions on picket lines today.

CUPE Local 2950 represents UBC's 1,500 clerical and library

support staff. We are 92% women.

Our main request is for pay equity — equal pay for the work women do. We are skilled, well-educated and work hard on your behalf. But we are seriously underpaid for this work.

At UBC, 75% of the people who make more than \$35,000 are men. And 75% of the people who make less than \$35,000 are women.

Yet it is the higher paid employees who are being offered a higher rate of pay increase. It's discrimination, pure and simple.

CUPE Local 116 represents 1,600 food service, trades people, janitorial workers, technicians and others. We are also out for fairness.

We need a reasonable wage increase in this round of bargaining (our base rate is \$9.99 per hour).

And our families need some of the benefits (like dental, medical services plan) that other employee groups on campus have.

Please respect our picket line

We're out for FAIR TREATMENT That's all!



CANADIAN UNION OF PUBLIC EMPLOYEES LOCALS 116 & 2950