

# C U P E 2950

## A B R I E F H I S T O R Y

### HISTORY AND PHILOSOPHY

The Canadian Union of Public Employees Local 2950 was originally certified in 1974 as Local 1 of the Association of University and College Employees (AUCE), representing U.B.C.'s secretarial, administrative/clerical, and library workers, both on campus and at the affiliated UBC teaching hospitals. Certification followed the organizing efforts of a group of U.B.C. employees and a vote in which a large majority of workers voted for the Union.

Subsequent locals of AUCE were formed at other post-secondary institutions in B.C., including S.F.U. and Capilano College.

In 1983, a decision was made by the membership to disassociate with AUCE, and to look at other Unions with the consideration of becoming an affiliate of another labour organization. After lengthy study, it was decided that we would enter into a two-year agreement with the Canadian Union of Public Employees. At the end of this term, the membership voted to become a chartered CUPE Local.

Further, on September 26, 1985, we were officially recognized by the Labour Relations Board as having adopted our former name of Canadian University Employees (to distinguish us from the other 2 Locals on campus) relinquishing all identity with AUCE.

Women constitute over 92% of the membership of CUPE 2950. Therefore a major concern of ours has been the status of women in the workforce in general and at UBC in particular. Most women are not in Unions and consequently earn only half to two-thirds as much as the average male worker. UBC was no exception, and in fact at the time of our certification, wages were even lower than those paid in offices downtown. The \$250 across-the-board increase we won in our first contract did much to offset this, but still left AUCE (female-type) jobs significantly underpaid compared to male-type jobs on campus of similar skill and qualification levels. The roll-back of our wages under the Anti-inflation Board in the 70's and subsequent small annual increases have been once again widening this gap. Our demand for equal pay for work of equal value is therefore more appropriate now than ever.

### STRUCTURE

The President, Treasurer, and other Executive table officers are elected by the entire membership. Members may also be nominated to:

### The Grievance Committee

- ◆ responsible for enforcing the Collective Agreement

### The Contract Committee

- ◆ responsible for negotiations

### The Education Committee

- ◆ responsible for educating the membership via courses/conferences

### The Health & Safety Committee

- ◆ responsible for ensuring that all departments follow the WCB Health and Safety Regulations

### The Newsletter Committee

- ◆ responsible for publishing the Newsletter

### The Stewards Committee

- ◆ Member stewards are responsible to assist and represent members in dealings with management to ensure their rights.

### The Women's Committee

- ◆ responsible for women's issues on campus

Any member is eligible to run for any of these positions. You might consider doing so after you have been on campus for a few months. There are always vacant positions to be filled, and you will likely find the experience interesting and rewarding.

## COLLECTIVE AGREEMENT

Much of the energy of the Union is expended in negotiating improvements in the Collective Agreement and in ensuring that this agreement is abided by. You may find many of the rights and benefits we enjoy under it are significantly better than those found in non-Union or even other unionized offices. However, it must be remembered that these rights were granted because of frequently difficult fights on the part of your Union's Bargaining Committee. Preventing erosion of these rights, much less expanding them, remains a perennial struggle.

Remember, too, that the Collective Agreement is your document; it will only benefit you to the extent it is enforced. It is therefore in your interest to know what it contains, and if you feel any of its provisions are being ignored at your workplace, you should bring the matter to the attention of a Steward or the Union office. You should not be afraid to do so— *no one can be penalized for asserting her/his rights under the Collective Agreement.*