

# ere at UPEI and elsewhere in the public service

## CUPE invites U of Toronto workers to join union

TORONTO (CUP) A committee of employees at the University of Toronto's Simcoe Hall and Physical Plant buildings have distributed a leaflet asking the 600 people employed there to join the Canadian Union of Public Employees. (CUPE)

The leaflet says "over the past two years our buying power has dropped 5 per cent. Inflation has risen 13 per cent while our average wage increases have added up to only 8 per cent a year.

"This economic upset affects not only our salaries and real buying power but also job security, promotions and benefits. Unless we are organized into a professional association or a union, we'll have no say in what happens to us.

"We are largely non-professional non-academic employees and as such are in a particularly vulnerable position with regard to improving our wages and fringe benefits. But we are as necessary to the opera-

tion of the university as any other group.

"The new 1975-76 university budget is an example of our vulnerability. The province is giving the universities a basic increase of 7.4 per cent at a time when the U of T is budgeting for at least 9 percent increase in provincial grants.

"And at a time when the rate of inflation is approximately 13 per cent it is evident that someone has to lose out," said the

leaflet.

"Conditions can only get worse," said the leaflet, "And we have no say whatever. There is no guarantee that any salary increases will be equitable. Merit increases do not allow for a consistent substantial raises for everyone."

"We have arrived at the conclusion that the only realistic solution to our problems is the formation of a union of a technical and clerical staff in the Physical Plant and Simcoe Hall buildings."

## U of Calgary support staff walks out over retroactive pay

CALGARY (CUP) --- University of Calgary students were greeted with picket lines set up by striking support staff workers, members of the Civil Servants Association of Alberta (CSA of A) on the opening day of classes last week.

The support staff which includes workers from secretarial areas, food services the library, games area, communications media as well as technicians, janitors and researchers are asking for a 7 per cent or \$75 per month increase retroactive to September 1, 1974.

The University of Calgary Board of Governors approved a \$75 per month increase starting this January but CSA turned down the offer because 27,000 provincial workers have already received retroactive raises. Support staff at the University of Lethbridge waged the same battle last fall and won.

The CSA has become, 'militant of necessity,' said Pat Walsh, chairman of CSA Local 36. Negotiations between the university and the union came to an impasse last April and the union has been adhering to an arbitration board decision which grants a semi-annual cost of living adjustment.

Walsh points out support staff is always at the end of the breadline and that they've always accepted what was given.

He said, "this strike is aimed at liberating the necessary funds from the provincial government."

The administration claims to support the workers struggle in principle but says it doesn't have the necessary \$500,000 to pay them and settle the strike. They say the money should come from

oil royalty filled provincial coffers which this year report an \$800 million surplus.

However, since there is no provision for a strike in CSA contracts, the Board of Governors is aiming to slap a court injunction on the affair later this week.

The Students' Union and the University of Calgary Faculty Association feel that the money should come from the province but both have released statements nullifying collective support. They urge students and faculty

to honour the picket lines but stress that if it is a matter of individual choice.

It has been pointed out that if the strike goes on for two or three weeks the money saved by not paying workers will be enough to meet wage demands.

Walsh admits, "It's a strike

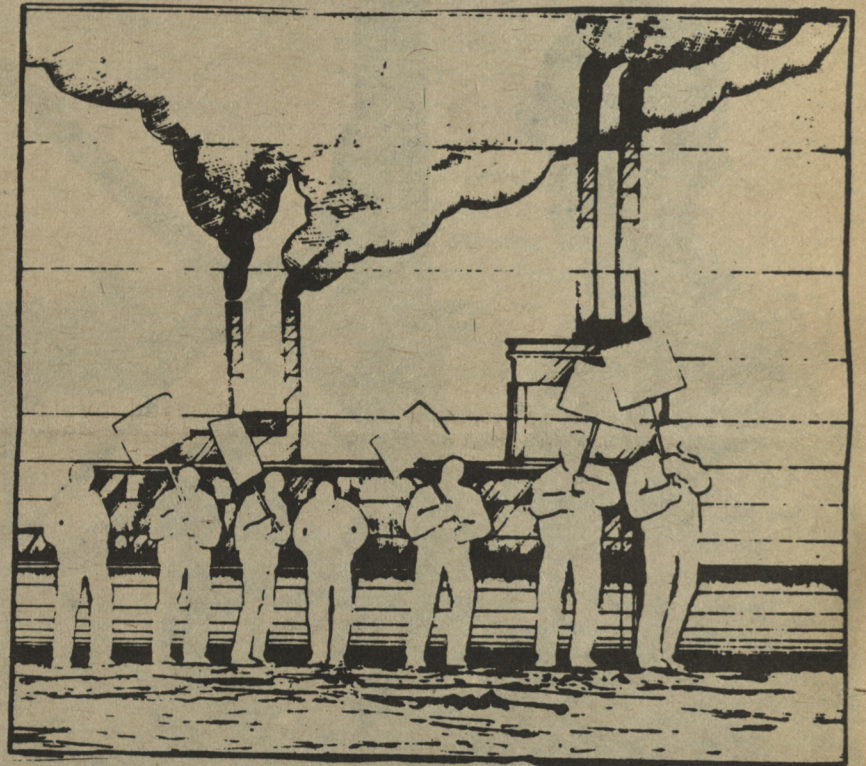
Ottawa (CUP) ---The Canadian Union of Public Employees (CUPE) has launched a major program attacking sex discrimination within its own ranks and in the workplace.

Stan Little, CUPE national president says "the program approved by CUPE's national executive board is to be carried out through International Women's Year 1975. It is designed to promote the full participation of women as union members and to encourage unionists to eliminate the discrimination women face at work and in the community."

Women will also be encouraged to become more

of principal. We've been sheep for so long...but not this time. It will certainly

put us in a stronger position come the next round of negotiations."



The Civil Service Association of Alberta is not in any way connected with CUPE. Editor

## CUPE launches anti-discrimination drive

effective in ending sex discrimination in contract negotiations through special seminars and workshops at member meetings.

"The union movement offers women a viable instrument with which to achieve equality in the workplace and community," said Little.

"By participating in programs like the 1970 Royal Commission on the Status of Women and its follow-up campaign in 1971 significant gains have been achieved by women."

He points out that discriminatory wage rates between nursing assistants and orderlies have been almost eliminated since 1971.

CUPE's 16 member nat-

ional executive board contains four women including the national secretary treasury, the highest position a woman holds. More than 40% of CUPE's 200,000 members are women.

"Despite these improvements," said Little, "there still remains a great deal of discrimination to overcome within the union as well as in the workplace where collective bargaining can be effectively used."

"Job designation by sex has to end, job opportunities for women have to be broadened and unfair sex-discrimination pension plans, group life insurance and fringe benefits have to be eliminated."