

# How many times have you been passed over for promotion ?



*"I thought for sure I would get that job. I have the most experience. And everyone knew I could do the job - in fact, I had done it as vacation relief."*

In banks and offices, the system of job advancement is arbitrary and often based on the 'personality factor'. Sometimes employees' seniority is taken into account when considering a promotion; often it is ignored. Positions that become vacant are often filled before employees even know there is a vacancy.

*"I've been working in this office for nine years. During that time I've trained about 15 young men. They are all in management now, or well on their way, and I'm stuck in the same old job at half their pay."*

In 1971, only 3% of women bank employees were in management or staff specialist positions, compared to 44% of men bank employees. The same situation prevails in other offices. Women are 97% of stenographers and secretaries; 94% of typists and clerk-typists; and most of us don't even get the opportunity to apply for other jobs.

## WHAT THE UNION CAN DO

- \* Job vacancies should be posted. Everyone should have the opportunity to apply. The employee with the qualifications and the most seniority should get the position. An employee who feels she/he has been unjustly denied a promotion should have access to a grievance procedure.
- \* Some employees work part-time for ten years and still are excluded from benefit plans and have no seniority accrued should they wish to apply for a full-time position. We can negotiate a union contract which recognizes the seniority of part-time employees.
- \* Seniority should be rewarded with increased benefits. For instance, the United Bank Workers Section of SORWUC is proposing vacations as follows: 4 weeks after one year of service; 5 weeks after 4 years; and, after 9 years, one extra day's vacation for each additional year worked, to a maximum of 6 weeks vacation.

SORWUC (Service Office & Retail Workers Union of Canada) is an independent democratic union that was formed by working women in Vancouver. As women workers we feel that the only way to achieve wages and benefits that recognize our skills, responsibility and seniority is to join together in a union and bargain collectively with our employers.

JOIN US!

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SORWUC #1114-207 W. Hastings, Vancouver/681-2811/684-2834

I would like further information about SORWUC \_\_\_\_

I would like to join \_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_ WORKPLACE \_\_\_\_\_

*all replies in strictest confidence*