

## AUCE REJECTS NEW UNIVERSITY OFFER - STILL ON STRIKE

After four days of strike which has halted most of the University's operations, the University finally made their first offer with any consideration at all of AUCE's major demand of a restructured wage scale.

AUCE has proposed a new wage scale based on the principle of equal pay for equal work.

The Union's scale would eliminate disparity in pay rates between jobs requiring similar skills, prerequisites and responsibilities. The new scale would also reduce the number of pay levels from 17 to 7.

The University, although they had four months to consider AUCE's proposal and the principle on which it is based, offered a wage scale of 9 levels with no logical basis.

The University's offer maintains, and even worsens, most inequities of the old wage scale.

It maintains, in effect, separate pay scales for clerks, secretaries and library assistants, although each job has equivalent requirements.

Workers at different levels of similar jobs are included in the same pay level, e.g. Secretary I and Clerk II are both at level 2; Clerk IV and Library Assistant V are both at level 7.

In one case different levels of the same job are included in the same pay level! Some promotion that would make!

The University seems to think that AUCE objected only to the number of pay levels in the old scale. The major problem is not that there are too many pay levels, but that the old pay scale is UNFAIR to many library and clerical workers.

### WE WANT A FAIR PAY SCALE

### FEWER PAY LEVELS IS JUST ONE PART OF A FAIR WAGE SCALE

---

The University claims that they cannot afford the \$240,000 above their offer that it would cost to pay library and clerical workers the salaries they want. Here is a list of some of the items in the current budget that they apparently can afford:

- Average salary increases of \$3,400 per year for Faculty.
- \$250,000 for "merit increases" for Faculty.
- \$123,000 for "salary inequities and anomalies" for Faculty.
- \$25,000 for Faculty and President's Office "Entertainment".
- \$100,000 to replace present side-ways signs on campus.
- \$120,000 for "travel to learned societies" for the Faculty of Arts alone.
- \$220,000 for four Vice-Presidents.
- \$5,750 for "domestic servant and garden maintenance" for the President.
- \$15,000 for Faculty Club and University Social Centre.
- Sabbaticals at 60% of salary for Faculty.