

# UBC management is pulling a cruel hoax.

## *Don't get sucked in!*

UBC management is trying to convince you that they've offered pay equity to support staff.

That is simply not true. Pay equity means a fair wage for women. The university has not offered that.

Instead, university management is pretending that pay equity is achieved as long as male workers are offered a lower wage increase than women workers.

It's a cold and cynical hoax. And does nothing to help women feed and clothe their families or pay the rent.

**F**IRST OF ALL, UBC management should stop saying it has offered pay equity to women workers. The university has not put a penny of its own money toward pay equity. It's the New Democrat government of BC that has come up with the 5% for pay equity.

And even then UBC refuses to be fair. It offered women workers only 4.5% of that government money. No one knows why management withheld the rest of the money, or where they plan to spend it.

Unlike other education institutions, UBC chooses to spend the public funds it receives on things other than fair wages for the people who keep the university operating.

The chart on the other side of this sheet demonstrates clearly that UBC support staff is underpaid.

It is unbelievable that UBC management can run around saying, with a straight face, it is acting fairly and has made women workers a fair offer at the bargaining table.

It's obvious the university wants to do everything possible to avoid reviewing its priorities in order to put fair pay for support staff a little higher on the priority list. The ten other education institutions compared on the page following have chosen to treat their support workers fairly.

*"The New Democrat  
provincial government  
has given UBC 5%  
for support staff  
pay equity.  
Management put 4.5%  
on the table.*

*Where is the rest of the  
money?"*

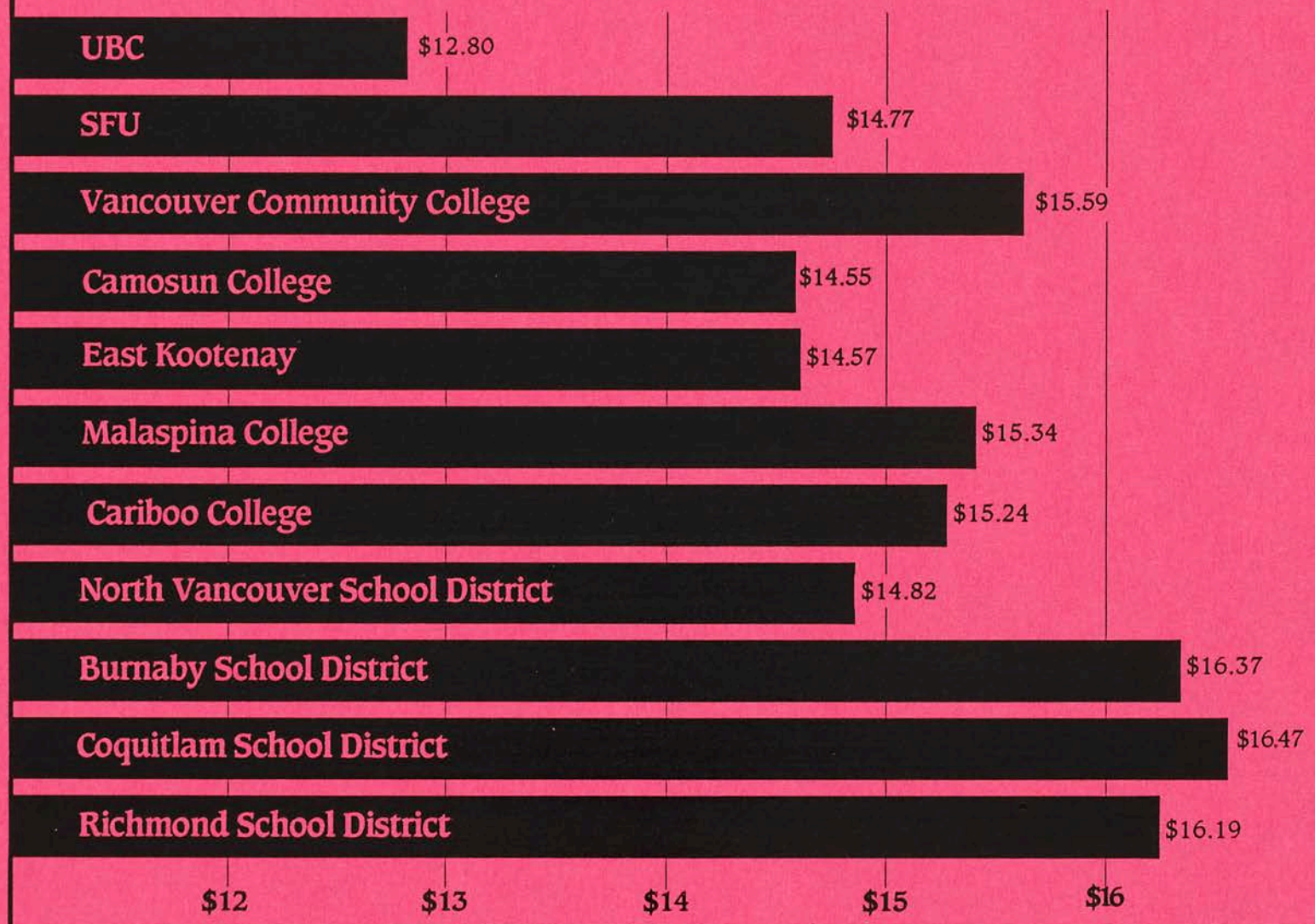
*continues overleaf*



# Secretary 1

## HOURLY WAGE

Here is a comparison of wages paid to women workers at the top of the scale in the job classification Secretary 1, as of Dec. 31, 1991.



*from previous page*

UBC continues to expect its staff to subsidize the university's operation – and substantial management salaries – with their families' paycheques. That's too much to ask.

Any reasonable employer would look at the chart and agree that UBC's support staff deserves a wage catch-up. Knowing that these are tough economic times, no one expects to achieve parity in one contract. But the university must indicate that it recognizes the problem and is willing to take corrective steps during this round of bargaining.

So far, that has not been the case.

**Support staff cannot be expected to wait another three years for fair treatment.**

Of course, management and professional staff received an average 7% wage increase in 1991 to keep them ahead of inflation and in line with their peers. It seems the university has decided that support staff and their families are the only ones who should be squeezed financially.

**The strike will continue until the unfairness ends.**

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CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCALS 116 AND 2950