



association of university and college employees

CONTRACT BULLETIN 6

August 10, 1982

TO: AUCE Members

The Union has received no wage offer to date from the University but the University has stated that the wage offer will follow the Provincial Government's guidelines. Under these guidelines, wage increases are limited to ten percent in the first year and nine percent in the second year.

The University stated that it would give a general across-the-board increase and use a sum of money that it has set aside to implement its proposed restructuring of the pay grades. The total amount will be under the guidelines. According to the University, the extra sum is to be used only for the restructuring of the pay grades (including the addition of a new pay grade) and the money will not be available if their program is not implemented. If only part of the program is implemented, only part of the extra sum will be available.

The Contract Committee takes the position that the money used to restructure the pay grades should not cut into an already mediocre wage increase. It recommends a general increase of 10% across the board (which is within the guidelines) and that the cost of the implementation of the proposed restructuring should be above the general increase. The Union's position is that the restructuring falls under Article 31 of the old contract. The cost of implementation should therefore not be part of the wage increase. The Union's Job Evaluation Committee is now in the process of analyzing the new Standard Job Descriptions.

Among other points of contention are the University's proposals to greatly extend the period for which a worker can be suspended and to severely restrict the time in which the grievance procedure can be initiated. Provisions covering the safe use of video display terminals are still under discussion.

Shirley Irvine on
behalf of the Contract
Committee