

UBC Clerical Wage Scales fall behind again

Most members of the clerical staff at UBC still haven't been informed of the new wage scales effective July 1. We are the only section of the university community that is treated this way. Faculty have already been informed of new salary floors effective July 1, 1974 -- a whole year in advance. Unionized workers, or course, are not only informed of their wage increases, but actually have a voice in determining them, through negotiations. The university administration acts as if they provide for the faculty, negotiate with CUPE and other unions, and then give the clerical and library staff whatever is left over.

CUPE members earning less than \$750 per month have been offered \$75 per month increase this year (+ 9% next year) whereas office staff, who almost all earn less than \$750 have been awarded only \$50. (See over for new wage scales for most classifications.) CUPE members have also been offered improvements in sick benefits, holidays, a shorter probation period (3 months, while we are on probation for 6 months) and a shorter work week. Our benefits remain unaltered.

The new faculty salary floors (July 1974) provide an increase of \$3200/year for a full professor. That means that this year the lowest-paid full professor earns \$9500 more than a Clerk III, and next year the gap will be more than \$12,000! Why should this gap keep widening? The cost of living goes up for us too.

KEEPING UP WITH THE MINIMUM WAGE

Those of us in the Clerk I category got an increase of \$55/month. Even here, the university is hardly generous. The minimum wage in B.C. will go up to \$2.50/hour early next year. The new starting rate for a Clerk I works out to a little less than \$2.60/hour.

SECOND-CLASS GOVERNMENT WORKERS?

Most of the university's money comes from the provincial government. We are public service workers. But B.C. Government Employees got a wage increase of \$75/month or 10%, whichever was greater.

EQUAL PAY?

Once again, in spite of the Report on the Status of Women at UBC, which clearly revealed discrimination against women in the matter of salaries, these new wage scales do nothing to equalize pay between men and women. A stenographer, with typing and shorthand skills, still earns \$100/month less than a stack attendant.

JOIN A.U.C.E.

The only way we will ever receive wages consistent with our skills, with the cost of living, and with the raises even other public service workers get, is if we organize. A.U.C.E. is a completely independent union, relying on our own resources as UBC employees -- which means we will control it entirely ourselves. But it also means we need help. Everything we do is by voluntary labor. If you would like to join us, or would like more information, fill in the form(over) and mail it to us. All replies in strictest confidence.

NEW WAGE SCALES EFFECTIVE JULY 1, 1973

	STEP 1 Start	STEP 2 6 mos.	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Clerk I, Clerk-Typist	408	418	428	438	448	458	
L.A. I, Dicta-Typist	418	428	438	448	458	468	
Steno I, Secty I	446	457	468	479	490	501	
Clerk II	469	480	491	502	513	524	
L.A. II	482	493	504	515	526	537	
Keypunch Op. I	502	514	526	538	550	562	
Secty II, Steno II	516	529	542	556	571	586	601
Clerk III, Asst. Mail Clerk (Lib.)	523	536	549	563	578	594	610
Secty III, Stack Atten.	553	567	581	597	613	631	650
Sr. Keypunch Op.	567	581	596	611	627	644	661
L.A. III	572	586	601	616	632	649	666
Secty IV, Mail Cl. (Lib)	635	651	668	686	706	726	748
L.A. IV	663	679	697	715	735	757	779
Clerk IV, Admin. I	669	685	703	723	743	765	787
Computer Op., L.A. V	707	724	742	762	784	806	828

(from UBC Library Bulletin, July 4, 1973)

NOTE: If you have been here more than six months, you may get a merit increase as well as the basic increase. The merit increase consists of moving up one step (about \$10 to \$12 in most cases). If you think you should have got one, and didn't, or if there is anything confusing about your July pay, PLEASE CONTACT US. Call Emerald Murphy at [REDACTED]

FACULTY SALARY FLOORS

	1973	1974	INCREASE
Professor	15,800	19,000	\$3200
Associate Professor	11,700	14,300	\$2600
Assistant Professor	9,500	11,500	\$2000
Instructor II	7,800	9,500	\$1700

(Increase for most clerical workers is \$600/year)

TO: A.U.C.E. FROM: (name) _____
 Box 11 (address) _____
 S.U.B. (dept) _____
 UBC, Van. 8 (classification) _____
 (home phone number) _____

I would like further information about the Association of University & College Employees.

I would like to join the Association of University & College Employees