

A.U.C.E. Local # 1,
Room 228,
Box 11,
Student Union Building,
U.B.C.,
2075 Westbrook Place,
Vancouver,
British Columbia V6T 1W5.

July 9, 1974.

All members of
the Board of Governors of
the University of British
Columbia.

Dear Sir or Madam:

Re: Negotiations between the Association of
University and College Employees (Local # 1)
and the University of British Columbia.

Enclosed please find copies of three briefs which were presented by the A.U.C.E. Contract Committee to the University's representatives in the negotiations mediated by Mr. Ed Sims on Thursday, July 4th.

The information contained within these briefs comprises the basis of the Union's reasons for its proposed wage increase of two hundred and fifty dollars per month, across the board which would bring the base rate to six hundred and fifty dollars per month. In addition, we feel we should draw your attention to the fact that the University's representatives and the A.U.C.E Contract Committee, on June 18th, agreed to the following clause concerning sex discrimination:

"Sex Discrimination

The University agrees that there will be no discrimination against women employees in terms of hiring, promotion and wages.

The University and the Union agree to establish an appropriate and fair weighting scale for financial reward with regard to mental effort as compared to physical effort and clerical skills as compared to technical skills."

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On July 4th, after the above clause was agreed to, the University's representative, Mr. J. F. McLean, informed the Contract Committee that, in the University's opinion, it was impossible to compare technical and clerical skills, and it would not. (See Brief I for examples.)

The Union is extremely concerned over the apparent contradiction in the University's attitude, especially in view of the adoption as official University policy of the President's Ad Hoc Committee Report on the Status of Women with Particular Reference to Employed Female Staff (see Brief III for excerpts).

The matter of wages is of extreme importance, not only to the members of the Union, but also to the efficient operation of the University. The University, by what can only be viewed as lack of concern for its staff members, now finds itself in the unfortunate position of being incapable of competing as an employer in the labour market. This is most aptly demonstrated by the current three page list of job vacancies, certainly the largest number of vacancies in at least the last five years, and is also reflected by the many Department Heads' and Faculty members' signatures on the petitions which were presented to the University's representatives, and by the great number of complaints forwarded to the Personnel Department by Department Heads and Faculty members over the severe shortage of staff.

In view of the current situation at U.B.C., we strongly urge the University to seriously reconsider its position in regard to wages, and to be prepared to offer a reasonable and justifiable wage increase on July 23rd, the next scheduled negotiations meeting.

Yours truly,

Emerald Murphy,
Chairperson,
Contract Committee,
A.U.C.E. Local # 1