



association of university and college employees

August 12, 1981

W.L. Clark
Assistant Director
Employee Relations Department
CAMPUS MAIL

Dear Mr. Clark:

In response to Jane Strudwick's letters (the March 6, 1981 one on new Job Descriptions covering Computer Operators and the April 9, 1981 one enclosing Job Standards for Word Processing Operators) and in accordance with Article 31.01 of the collective agreement, what follows are the reasons why the Union cannot accept your proposals at this time:

1. Nothing but new Job Descriptions for Computer Operators is mentioned in the March 6, 1981 letter,
2. The Union has not had sufficient time to examine the Word Processing Operator Job Standards,
3. Mr. Grant states, in his letter of January 27, 1981, "You know very well the difficulties the University faces in distributing the available resources. Such distribution has to be negotiated with the Union. At the last round of negotiations your union would not accept a differential increase but took all available money and applied it to all classifications." "I am now faced with trying to find additional resources to permit us to pay salaries which we, the University, think are fair and as soon as we have found a way to accomplish this within our financial resources I will have my Labour Relations people approach you through the proper procedure outlined in the Collective Agreement."
The University, during 1980 contract negotiations, made a proposal to upgrade the pay of the Computer Operator classifications. This was rejected by both the Contract Committee and our membership. The sentiment of no piecemeal upgrading of marketable classifications was reiterated again by our membership in May of this year.
4. H.J. Burian in his letter of April 8, 1980 to Tim Hunt, states, "we have a good understanding of what the University should be paying for its' computer operating staff. We feel that the work is properly defined and classified and the issue is one of salary." "I am advised by the Director of Employee Relations that he would consider it completely improper to deal directly with you in negotiating for computer operator positions. The University must deal with your authorized representatives and the issue of differential increases to correct the kind of anomaly you feel applies to your case must be negotiated across the bargaining table with your representatives."

... continued ...

The majority of the Standard Job Descriptions, covered under the AUCE certification, were agreed to during negotiations in December of 1975. Many of them no longer accurately describe the duties employees are doing or which they are expected to do. Technological change has had and will continue to have a great impact on the clerical and library duties of UBC employees. The Union urges the University to meet with it for the express purpose of reviewing and possibly updating all Standard Job Descriptions so they more accurately reflect the duties UBC employees are performing today.

The Union formally requests a meeting with the University, as per Article 31.03, for this purpose.

Yours truly,

Marcel Dionne
President
AUCE Local 1

Irene McIntyre
Chairperson
Job Evaluation Committee
AUCE Local 1