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May 8, 1980

Dr. D. T. Kenny,  
President,  
The University of British Columbia,  
Campus.

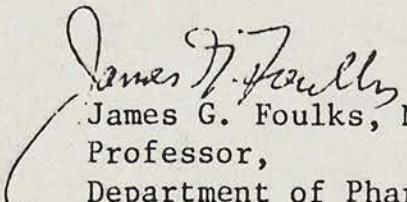
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Dear President Kenny:

I hope that you will find it possible to bring the dispute between the University and AUCE to an early settlement by making a generous offer to the employees represented by this union. Everyone on campus is aware that for several years the funds which the provincial government has made available to the University through its granting council have been insufficient to keep pace with inflation, and consequently that all University employees have suffered a progressive erosion of their real income. This economic pinch is felt most acutely by those at the lower end of the salary spectrum who must commit the bulk of their wages to secure life necessities. The very limited picketing which is now being conducted by AUCE is a reflection of the precarious economic position of these workers and their vulnerability to an interruption of income. Although they make a vital contribution to the University's welfare, their economic leverage is relatively weak. Hence, I believe that it would be in keeping with the character of a University for it to seek a just resolution of the issues in dispute rather than to impose a settlement which merely reflects relative bargaining power. Such action on the University's part would make a praiseworthy contribution to the morale of a group of workers whose services play such an important part in enabling the academic staff to fulfill its responsibilities promptly and efficiently.

I believe that AUCE has made an impressive case for the inequity of the wages which its members receive in comparison with others whose duties require less training and experience. There are cogent reasons to conclude that these wage differentials are rooted in discrimination on the basis of sex inasmuch as most of our secretarial and clerical employees are women. The University should be in the forefront of those who seek to redress such bias and inequity. In a province which accumulates an annual surplus of hundreds of millions of dollars, it is difficult to accept an explanation for perpetrating such economic injustices on the basis of inability to pay. Instead it seems to me that it is incumbent upon us to acknowledge the necessity to make a just settlement of AUCE's demands and to apply pressure upon our parsimonious government to provide funds required to meet these and other valid and important University needs. I urge you to exercise effective leadership in this direction.

Sincerely yours,

  
James G. Foulks, M.D.,  
Professor,  
Department of Pharmacology

JGF/RD