

THE UNIVERSITY OF BRITISH COLUMBIA

VANCOUVER 8, CANADA

OFFICE OF THE PRESIDENT

July 12, 1974

Ms. Jean Rands,
President,
Association of University and
College Employees, Local No. 1,
Box 11, Student Union Building,
Campus.

Dear Ms. Rands:

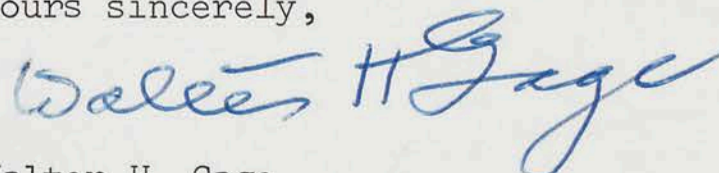
I wish to acknowledge your letter dated July 9, 1974.

The clauses which you have quoted in the first paragraph of your letter, so far as I am aware, constitute recommendations which the negotiating teams of the University and AUCE are prepared to recommend to their respective principals as a part of an overall proposed negotiated settlement.

It should be noted that the report of the President's ad hoc Committee recommends that the University undertake a study to determine a more 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. It appears to me that in order to establish such a weighting scale, a comprehensive study would be necessary. I shall, therefore, request our representatives to discuss with you the means by which the study could be commenced concurrently with the continuing negotiations. However, because of the many and complex factors to be assessed, this study would require the participation of several other internal and a number of external groups. As the length of the study would be uncertain, a special reference in a negotiated settlement might be required.

I hope that, with the assistance of the Mediator, Mr. E.C. Sims, negotiations currently in progress will result in a fair and reasonable settlement.

Yours sincerely,



Walter H. Gage,
President.

cc: Members of Board of Governors
Deputy President W. White
Mr. J.F. McLean

cd