Association of University and College Employees

September 24, 1979

Ms. Jane Strudwick
Senior Labour Relations Assistant
Employee Relations
University of British Columbia
Vancouver, B.C.
V6T 1W5

Dear Ms. Strudwick:

As I requested by an A.U.C.E. member from the Computing Centre to look into management's new method of Job Evaluation, I must personally express my concern and seek your assistance in order to avoid possible grievances on the following issue.

The attached letter, which is the basis of the employee's concern, reflects a very negative approach, little care and very poor techniques in the evaluation of employee performance.

I suggest that this type of approach can only guide to poor morale, low productivity and a higher degree of "turnover" in personnel.

I personally feel that management owe more than a bi-monthly pay cheque to these employees. I feel that one of the employer's prime responsibilities is to create an atmosphere of dignity and a feeling of worth and value. A more conscious effort on the part of the management, and a greater attention on a continuing basis, to improve the employee's ability of doing the job, is a more affirmative effort to improve performance.

Your attention in this matter would be most appreciated.

Marcel Dionne
President
A.U.C.E. Local I

Attch. 1

<u>Production Jobs Problem Reports</u>   September 11, 1979

Follow-up procedures for problems caused by Operations personnel:

1.   Copies of problem reports distributed within Operations must include the name
     of the person responsible, and, for machine operations personnel or part-timers
     on the weekend, the name of the Senior Operator or Operator-in-Charge.

2.   Serious problems must be discussed with the individual responsible and the
     Senior Operator or Operator-in-Charge. The circulated and filed problem
     reports should show the date of the discussions and the initials of those
     concerned.

3.   Copies of all problem reports must be deposited into the file of the person
     responsible and into the file of the Senior Operator or Operator-in-Charge.

4.   These reports will be used as part of the assessment of an individuals
     performance and will be considered relative to promotions, etc. Note that
     a Senior Operator will be assessed not only on his own direct performance but
     on that of his shift as well.

5.   Several serious reports over an unacceptably short period of time must be
     dealt with according to the usual procedures for personnel problems:

         - verbal warning   }
         - written warning   } from immediate supervisor
         - refer to Assistant Director

     Note that "several" and "unacceptable period of time" are deliberately left
     to be interpreted according to the situation under consideration.

6.   Problem reports should be instituted at the GSAB site.

7.   Problems caused by computer operations must be followed up very quickly,
     preferably within 2 or 3 days.

                                        J. L. Leigh

JLL/jl

cc. Don Reid ✓
    Jean Tannock