

SAME
PAY
FOR

WAGES

WORK OF
EQUAL
VALUE

UNIVERSITY CONTRACT PROPOSALS

The Union has recently received from the University a copy of their proposals for our second contract.

The more significant changes the University wishes to make are those which effect AUCE's security and democracy e.g. the University does not want to renew the union shop clause, which ensures that every employee is a voting, participating member of the Union. As well, the University has proposed restrictions on our bi-monthly 2-hour lunch. Perhaps the University feels threatened by the membership control exhibited by Local 1. It is clear from many of their proposals that they wish to revert to the system used before we were unionized and negotiated our first contract, e.g. one date only for re-classification, hiring new employees and putting them on any seniority step in order to compensate for low starting wages.

In addition to some of the proposed changes mentioned above the University wishes to renege on benefits negotiated in our first contract, e.g. they are proposing 5/6 day vacation in the first incomplete year rather than the negotiated 1 1/4 days and 5 weeks vacation after 12 years instead of the negotiated 5 weeks after 8 years. As well, restrictions have been proposed for leave of absence and maternity leave, and under sick leave the University wants the right to fire an employee for long-term illness.

The Contract Committee is not considering this document seriously because you the membership has voted on most of the items for our second contract and will negotiate from that basis. If you wish to see a copy of the University's proposals contact the union office 224-5613 or your Division Steward.

EQUAL PAY FOR WORK OF EQUAL VALUE

"The Committee found that UBC does not discriminate in any policies which it has articulated but that its practices, which follow those of society in general, at times are discriminatory to women. Some women doing work of apparently equal importance, requiring a similar amount of skill or requiring a similar amount of education, are paid less than men..."

"The Committee finds overwhelming evidence that societal custom have classified many jobs into sex-related categories, particularly in the trades and in clerical and secretarial areas..."

"There is indeed a significant and questionable difference between salaries of some categories of sex-typed female jobs and some categories of sex-typed male jobs which require comparable educational qualifications and experience. For instance, technicians and secretaries with comparable educational qualifications and years experience usually do not receive comparable salaries."

These excerpts are taken from the report of the President's Ad Hoc Committee which met during the period from Feb. to Oct. 1973 to consider "A Report on the



Status of Women at U.B.C. with particular reference to employed staff". The Committee's recommendations were outlined in a Report which was finalized in October, 1973 and which was adopted as official University policy.

Recommendation #4 reads: "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".

Although this recommendation became "policy" almost two years ago, the University has done nothing to implement it. In fact, the only evidence of the policy's existence is in the fact that it appears, in writing, in the final report of the President's Ad Hoc Committee.

The following is an illustration of the interest the University has shown in determining an "appropriate and fair weighting scale". (Taken from the present University job descriptions and pay scales).

CLERK 1 Starting Rate \$633

Minimum qualifications required: High school education plus business training; some knowledge of office procedures. On jobs where typing is required, a minimum of 40 wpm.

TECHNICAL TRAINEE Starting Rate \$784 (As of October, 1975)

Minimum qualification required: Good physical fitness, elementary education; no experience in generally required. Knowledge of work to be performed is usually obtained by on-the-job training.

CLERK 1:1 Starting Rate \$694

Minimum qualifications required: High school graduation plus business training; a knowledge of office procedures gained through a minimum of two years experience. On jobs where typing is required, 40 wpm.

ASSISTANT TECHNICIAN 1 Starting Rate \$932 (as of October, 1975)

Minimum qualifications: Good physical fitness, elementary education; no experience is generally required. Knowledge of work to be performed is usually obtained by on-the-job training.

CLERK 1:1:1 Starting Rate \$748

Minimum qualifications: High school graduation plus business training. A thorough knowledge of office procedures gained through a minimum of four years of office experience; ability to supervise others. University graduation may be required in certain departments. Where typing is required, a minimum of 50 wpm.

JUNIOR TECHNICIAN Starting rate \$1,027 (as of October, 1975)

Minimum qualifications: A good working knowledge of practices, methods, materials and equipment of the specified trade such as would be acquired by the completion of grade 12 or a recognized apprenticeship. In some cases, University graduation may be required. When work is of a non-technical nature at least three years experience in the department concerned.

Secretary 1, Steno 1	Starting Rate	\$761
Truck driver (Mail)	Starting Rate	\$1,038 (October, 1975)
Secretary 11, Steno 11	Starting Rate	\$741
Patrolman 2nd year	Starting Rate	\$1,047 (October, 1975)
Secretary 111, Steno 111	Starting Rate	\$778
Dispatcher Receiver	Starting Rate	\$1,077 (October, 1975)

We have checked into the gaps which existed between the wages of the "pre-contract" days. Some of the gaps have narrowed ever so slightly and some have widened ever so slightly. In effect, we have made no progress at all in this direction. A.U.C.E.'s first contract merely prevented this situation from becoming worse. This is what last year's wage settlement amounted to:

\$50.00 retroactive to April 1, 1974 ...	or	\$50.00 x 18 months (April '74 - Sept. '75)	= \$900.00 over the term of the contract
\$100.00 retroactive to July 1, 1974 ...	or	\$100.00 x 15 months (July '74 - Sept. '75)	= \$1,500.00 over the contract
\$75.00 as of April 1, 1975 ...	or	\$75.00 x 6 months (April '75 - Sept. '75)	= \$450.00 over the contract

TOTAL DOLLAR INCREASE OVER THE TERM
OF THE CONTRACT - \$2,850.00 over 18 months

18 \$2,850. = \$158.00 per month increase [effect of inflation not included(!)]

Actually we didn't come too close to our original demand of \$250.00/month.
 WE SETTLED FOR ABOUT 60% OF OUR ORIGINAL DEMAND!!!

OFF CAMPUS

In an effort to assist the University to determine a fair wage, we point out the following:

Simon Fraser University

	<u>April '75</u>	<u>Nov. '75</u>	<u>April '76</u>	<u>July '76</u>
CLERK 1	\$675	\$729	\$787	\$850
CLERK 11 STENO 1	\$690	\$745	\$805	\$869
STENO 11 SEC. 1	\$758	\$819	\$884	\$955
SEC. 11	\$800	\$864	\$933	\$1,008
CLERK ADMIN. ASST.	\$859	\$928	\$1,002	\$1,082

Note: The wages outlined above are all Step 1 (starting rate) on S.F.U. wage scale.

H

Vancouver General Hospital

The wages for secretarial and clerical staff at V.G.H. are averaging about \$50.00 more per month than our present wages; their contract expires in December, 1975.

St. Paul's Hospital -- as of March, 1975

Base Rate: \$736.00 ... Clerk 1
\$881.75 ... Stenographer
\$864.25 ... Medical Steno, X-Ray/Medical Records Steno

Bolton, Rush & McGrady (a legal firm downtown) ... as of April' 75

Trainee: \$5.00 per hour
Legal Sec.1: \$5.55 per hour
Legal Sec 11: \$6.11 per hour

* LEFTOVERS *

The University still seems unable to think of their clerical staff as being a union of 1200 employees. This is especially irksome in regard to budgetary considerations for salary increases, because increases must now be made en masse, whereas the University is still geared apparently toward being able to take care of these increases from petty cash. And if they can not, well then, we're just being unreasonable.

One might reasonably expect, on the other hand, that the Administration would take such a large number of employees more seriously, especially in view of the degradation of their salaries over the past year from inflation. But this does not seem to be the case. What does seem to have happened is that once again we have been relegated to picking up the rear on the \$120 million budget.

It would seem, in fact, and this may be wrong, that no particular funds whatsoever are set aside for our wage increases. As the budget looks, whatever is left at the bottom of the barrel is partially for clerical staff, and partially for other unions on campus.

But as a group of approximately 1200 employees, we look to the Administration to concern themselves with our welfare. They prepare the budget. They determine priorities. They allocate the funds. But why are human needs so low on their list? When \$120 million is to be apportioned out, why is it necessary for the non-academic staff to be forced to stage a public battle with the Administration while other members of the University community receive substantial increases almost in total silence?

Well, possibly it is because before we were organized they never had to worry about covering non-academic increases (except of course CUPE). There were no increases worth mentioning!

Then again, after every department, faculty and library has been more than budgeted for (taking into consideration the monumental waste in operation, and the expenditures made which will ensure that every unnecessarily allocated penny is spent), the Administration can only hang its head sympathetically and inform us that any increases will have to be very limited.

Given their priorities, that's probably true. But given the cost of living and the devalued worth of our present salaries, we're already over-familiar with limited wages.

INFLATION & THE COST OF LIVING

One very large factor to be taken into account when negotiating salaries is the cost of living and the impact that continuing inflation has on our real purchasing power. Cost of living has been rising steadily and rapidly for at least three years. Inflation simply means that the purchasing power of the dollar is decreasing with inflation. In other words, year by year our dollars are worth less - a dollar today isn't the same dollar it was a year ago.

When taking cost of living into account for salary increases, we must consider first of all how our purchasing power has been eroded since we first negotiated increases last year and, secondly, we must try to estimate the effect inflation will have on our purchasing power before we negotiate our next salary adjustment.

Other than the daily effects we all experience in having to pay more and more for living necessities, the only method we have of measuring the effects of inflation is the Consumer Price Index. However, we should not take the CPI at its face value when we attempt to determine what our buying power really is.

Certain factors must be taken into consideration with the CPI. First of all, it only measures comparative rates of inflation between cities. In fact, Vancouver has the highest cost of living in Canada next to St. John's and Halifax. The CPI measures only the increase in the Index on top of what the cost of living was in each individual city to begin with. For example, last year the Vancouver Consumer Price Index rose to a total average of 13.3% while Canada's national average rise was 12.1%. Vancouver's percentage rise was on top if its already higher than average cost of living. Vancouver's rate of inflation is calculated on a percentage basis of its own prices. Therefore, even if the percentage rate of increase in Vancouver is lower one month than the national average, the actual amount more spent in dollars and cents for goods and services may be equal, or even higher, than the national dollars and cents rise.

Another thing to take note of is the fact that the total yearly or monthly increase expressed in terms of, for example, the 13.3% 1974 rise for Vancouver, is a figure derived from averaging several different components of the index into a total average rise. The seven factors from which the total figure is derived are rates of increases in food, housing, clothing, transportation, health/personal care, recreation/reading/education, and tobacco/alcohol. Each item included in the index has a different value assigned to it in relation to the other items. Of the total expenditures of income made on these factors, it is estimated that

	25% is spent on food
	31% on housing
	11% on clothing
	15% on transportation
	5% on health and personal care
	7% on recreation, reading and education
and	6% on tobacco and alcohol.

The most significant thing to note in this table is that consistently, over the past 2 1/2 years, the 4 items on which the largest portions of our incomes are spent (food, housing, clothing and transportation), are also the factors in the CPI that are rising at the highest rate. For example, food in Vancouver rose by 20.2% in 1973, while health and personal care rose by only 5.3% while accounting for only 5% of our total expenditures. Rates of inflation have been consistently high in 1974 and 1975 as well. Therefore, when all seven factors of the index are averaged together to tell us what "the rise in the cost of living" is, it gives equal weight in the total to each factor when, in fact, each is worth a different amount in comparison to the others when taken individually. The total value average is a distorted expression of the true cost-of-living effects.

There are several other things that the C.P.I. is not able to accurately assess, but an explanation of that would take a great deal more than this. To quote Statistics Canada's own publication on the CPI, "It relates to a broad but specific group of urban families, and may not necessarily reflect closely the experience of any one particular family."

To sum it all up, the CPI can only give us an indication of the effects inflation has on our standard of living, and cannot be used as the sole, accurate criteria for negotiating cost-of-living increases.

The Vancouver index has risen this year until June a total average already of 7.2%, and food for Vancouver in the same time period has risen by 8.9%. As we all know, there is no end in sight to this trend.

When considering salary increases, all the above factors must be taken into account. Not only must our salary increases reflect the rise in inflation (i.e. C.P.I.) since our last contract, they must also ensure \$ compensation for the inflation which we will experience over the term of our new contract.

Data Processing Jan Stevens. 3725
3819

The Contract Committee recommends that the following wage proposal be adopted by the membership of AUCE. We felt that the tone of the meetings on wages was one that demanded change in the structure of our present wage scale... and we feel that the following proposal has done away with many of the flaws which exist in our present wage scale... You will notice that we have made many changes in the reorganization of the classifications. To this revised wage scale, we have applied a \$131.00 across-the-board increase. A complete run-down on how this scale was devised, what we feel it has accomplished, and why it was necessary will be presented at our August 14th 2-hour lunch meeting.

<u>\$ INCREASE AS</u> <u>RESULT OF WAGE</u> <u>SCALE ADJUSTMENT</u>	<u>PAY GRADE</u> <u>AND</u> <u>POSITION</u>	<u>STEP 1</u> <u>TO START</u>	<u>STEP 2</u> <u>12 MOS.</u>	<u>STEP 3</u> <u>24 MOS.</u>	<u>STEP 4</u> <u>36 MOS.</u>
<u>GRADE 1</u>					
\$94 + 131	Clerk I	\$727	\$747	\$767	\$787
\$84 "	L.A. I	+131 902	+131 922	+131 942	+131 962 982 1002
\$56 "	Sec. I/Steno I				
\$84 "	Data Control Clerk	\$858	\$878	\$898	\$918
Same "	Keypunch Op.				
<u>GRADE 2</u>					
\$113 + 131	Clerk II	\$807	\$827	\$847	\$867
\$100 "	L.A. II	+131 982	+131 1002	+131 1022	+131 1042/1062/1082
\$66 "	Sec. II				
\$80 "	Data Control Clerk II	\$938	\$958	\$978	\$998
\$59 "	Keypunch Op. II				
<u>GRADE 3</u>					
\$139 + 131	Clerk III	\$887	\$907	\$927	\$947
\$90 "	L.A. III	+131 1062	+131 1082	+131 1102	+131 1122/1142/1162
\$109 "	Sec. III				
\$139 "	Sr. Data Control Clerk	\$1018	\$1038	\$1058	\$1078
\$95 "	Sr. Keypunch Op				
\$109 "	Stack Attendant				
\$95 "	Computer Op. Trainee				
<u>GRADE 4</u>					
\$73 + 131	Clerk IV	\$967	\$987 179	\$1007 180	\$1027 1047 1067
\$79 "	L.A. IV	+131 1142	+131	+131	+131
\$107 "	Sec. IV				
\$107 "	Program Assist.	\$1098	\$1118 1164.66	\$1138 1188.26	\$1158 1211.86/1234.46
\$73 "	Keypunch Super.				
\$107 "	Stack Super.				1259.06
<u>GRADE 5</u>					
\$115 + 131	L.A. V	\$1047	\$1067	\$1087	\$1107 1127 1147
\$115 "	Assist. Programmer	+131	+131	+131	+131
\$115 "	Computer Oper.	\$1178 1235.46	\$1198 1259.06	\$1218 1282.66	\$1238 1306.26/1329.86
1353.46					
<u>GRADE 6</u>					
\$92 + 131	Sr. Computer Oper.	\$1127	\$1147	\$1167	\$1187 1207 1227
		+131	+131	+131	+131
		\$1258 1329.86	\$1278 1353.46	\$1298 1377.06	\$1318 1400.66/1424.26
1447.86					
<u>GRADE 7</u>					
\$109 + 131	Chief Computer Op.	\$1207	\$1227	\$1247	\$1267 1287 1307
\$109 "	Assist. Super. Operations	+131	+131	+131	+131
		\$1338 1424.26	\$1358 1447.86	\$1378 1471.46	\$1398 1494.26/1518.66
1542.26					

