



association of university and college employees

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FOR IMMEDIATE RELEASE

CONTRACT NEGOTIATIONS

After seven months of contract negotiations with the Association of University and College Employees (A.U.C.E.) Local I, the University of British Columbia presented the Union with a wage offer for the first time. The wage offer was part of a total package consisting of non-monetary and monetary items as well as a restructuring of the Pay Grades and Job Descriptions.

The University offered six percent across the board in the first year plus an extra .03 to 6.72% for people in the upper pay grades. The value of the wage offer for the first year costs out at 8.1%. The offer for the second year is 5.25% across the board.

This offer is less than the amount offered to other campus employees. The Office and Technical Employees Union (O.T.E.U.), which recently settled its contract, was offered 8% across the board in the first year and 5.25% in the second year. An arbitrator awarded the faculty 9% plus 3% for merit. The award is under review by the Compensation Stabilization Commissioner. Last year, the Canadian Union of Public Employees (C.U.P.E.) on campus settled for 15% in the first year and 13% in the second year.

The University has tied its wage offer to a restructuring program which involves a major overhaul of the Job Descriptions as well as the fragmentation of existing job categories. The Union objects to the tying of a wage offer to the revisions of the Job Descriptions for two reasons. First, A.U.C.E. views it as an attempt by the University to circumvent an article in the collective agreement which provides for Union agreement to any new or revised Job Descriptions and/or Pay Grades. Second, the Union's Job Evaluation Committee met with the University for the past two months to discuss the new Job Descriptions. In A.U.C.E.'s opinion the University has virtually ignored the Union's input. The Union is concerned that the new Job Descriptions may lead to future downgrading of positions as well as to a loss of promotion and transfer opportunities and involuntary transfer rights.

In summary, A.U.C.E. objects to the University's attempt to make a wage increase conditional on acceptance of Job Descriptions and Pay Grade restructuring, which in the Union's opinion could be detrimental to its membership.

Shirley Irvine
Co-ordinator