



association of university and college employees

July 9, 1982

McGrady & Young
500 - 2695 Granville Street
Vancouver, B.C. V6H 3H4

Attention: Leo McGrady/Katharine Young

Dear Friends:

AUCE Local 1 is currently in contract negotiations to renew a collective agreement with the University of British Columbia which expired March 31, 1982. Article 37.01 of the Agreement provides that it will continue in force until commencement of a strike or lockout, or until a new agreement is reached.

On April 1, 1982, the first negotiating meeting, the University announced that it had, in addition to its written proposals, three "items for discussion." These were to be: (1) an agreement on whether seniority within a classification or seniority with the University was to be used in cases of layoff; (2) an agreement to make unspecified revisions to the pay grade structure; (3) an agreement on cross referencing of the Agreement. At the same meeting, the University declined to make a wage offer, and has held steadfastly to the position that its wage offer would come as a counter-proposal to the Union's wage demand, and then only when all non-monetary items had been dealt with. The Union asked that all three items be reduced to writing; the University responded that (1) and (3) above would not be made as formal proposals, and that a committee had been struck to recommend changes to the pay grades. They were unable to tell us when that committee might report, or to give any details of what was under consideration.

On June 1, 1982, the University presented us with a single page headed, "A.U.C.E. Proposed Restructuring." This was a list of "job titles," some corresponding to existing classifications, others new, which had present and proposed pay grades beside each title. The page bore no date, no contract article number, and no identification as a University proposal. In answer to persistent questions at the table, the University identified the single page as its proposal.

On June 16th, we understand individual job questionnaires were sent out to all clerical and secretarial bargaining unit members. We were advised that this had been done in accordance with our existing Standard Job Descriptions. We were advised the questionnaires would lead to official lists of job duties as per Article 31.02 of the collective agreement.

On June 23rd, the University submitted a slightly revised version of the list, again with no contract article number. We were further told that the package of Standard Job Descriptions presented to us were done so under Article 31.01

On June 28th, the Union announced, verbally at the table and in a written statement, that it did not consider that the University had made a contract proposal to amend Article 36.01 Pay Grades, and further that the University should, if it wished to revise job descriptions or pay grades, proceed under Article 31 - Job Descriptions, Job Evaluation and Reclassification. The Union made it clear that it did not wish to delay this process, and that it was prepared to meet at any time as provided for in Article 31.03 Job Evaluation Committee.

In adopting this approach, the Union was attempting: (1) to attach the costs of any revised pay grade/classification scheme to the existing contract, rather than to the new one; and (2) to force the University to provide us with full information on their plans, including a wage proposal.

We are now seeking advice on a number of points.

1. What route(s) can we follow in pursuing to arbitration or other adjudication our claim that the University is violating the Agreement by failing to proceed under Article 31, and by failing to meet with us to discuss our claim?
2. Would reclassification initiated under Article 31 prior to signing a new Agreement be exempt from the limitations imposed by the Compensation Stabilization Act?
3. What is the Union's position with respect to the requirement to bargain in good faith if it holds to the view that the University had not made a proposal, and that consequently there is nothing to discuss in negotiations under Article 36.01 Pay Grades?

Copies of a lengthy correspondence on the subject of new job descriptions and pay grades are enclosed, along with copies of all documents referred to above and all minutes related to discussion of this matter in the current set of negotiations. If further information or clarification is required, please contact either Carole Cameron at 224-2308/09 or Murray Adams at 228-2882.

I am sure you can realize the urgency of this matter for us and we would appreciate your giving the above your immediate attention. Thank you.

Yours truly,



Carole Cameron
Union Organizer
AUCE Local 1

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