

## 19% WAGE OFFER REJECTED IN FAVOUR OF 10% BASIC INCREASE

Library and clerical workers (AUCE Local 1) have voted against accepting an "eleventh hour" offer by the U.B.C. administration, but are asking for a 10% basic salary increase.

WHY? BECAUSE:

1. The University has made no serious offer concerning:

- Restructuring of the wage scale to make it more fair and to make promotion worthwhile.
- Inclusion of student assistants in the union contract to insure that they are paid an equal wage for equal work.
- Contracting out to non-union members of work normally done by clerical and library staff at U.B.C.
- Shift differential.
- Compensation to workers working weekends or statutory holidays.
- Definition of statutory holidays.
- Vacation time.
- Christmas vacations to coincide with students' holidays.

The 19% offer ignored all of the above items. In some cases it meant a reduction of the terms of last year's contract.

2. The University refuses to sign any contract unless AUCE agrees to apply with the University to the Federal Price and Incomes Review Board for exemption from the wage and price controls that do not yet exist in federal or provincial legislation. Federal legislation will not apply to employees of a provincial institution. AUCE members will not be affected until the Provincial Government passes similar Legislation.

3. The University's offer does not remove the inequalities in our present wage scale. No more than a \$10 per month increase can be guaranteed to an employee upon promotion. Promotion entails added responsibility, more skills and more experience and should be adequately recognized.

4. The offer does not meet AUCE demands for equal pay for work of equal value. AUCE members are mostly women doing library and clerical work at a base rate of \$633 per month. Assistant technicians at U.B.C. are mostly men doing work requiring similar skills and prerequisites at a base rate of \$932 per month. This is a justified rate of pay, not only for the assistant technicians but also for the women and men in campus libraries and offices.

PLEASE SUPPORT OUR STRIKE

DON'T CROSS OUR PICKET LINES