

Memo to: All Deans, Directors and Department Heads
 From: Carole Cameron, Union Organizer
 AUCE Local #1
 Date: April 16, 1980

The purpose of this memo is to inform you that at the Membership Meeting of April 9, 1980, the membership voted to place a ban on overtime until such time as we settle our contract with the University.

The major issues in negotiations are equal pay for work of equal value and achieving a decent living wage for our members. The base rate that we are asking for is \$1107 a month. We thought that you might be interested in the following information.

We have put together a budget for one person with a child to illustrate why our demand for \$1107 is more than reasonable.

<u>GROSS salary</u>	<u>CPP</u>	<u>UIC</u>	<u>TAX</u>	<u>NET SALARY</u>	* Exclusive of union dues, med. dental, group life & disability & pension deductions
\$1107/month	17.98	14.95	177.35	<u>\$896.72</u>	

MONTHLY BUDGET:

Rent	\$ 350.00	-- 2 bedroom apt. -- this is an average figure released by the Rental Housing Council for Vancouver
Food	241.38	-- weekly figure is \$60.35 -- based on Statistics Canada Consumer Price Index
Transportation	40.00	-- \$1 per day to and from work, plus other travel
Hydro	20.00	
Telephone	12.00	-- basic cost plus 1 or two short long distance calls
Clothing	69.68	-- based on Statistics Canada figures
Entertainment	82.00	-- this would allow one adult one evening out a week (\$10 dinner, movie and baby-sitting)
House/Apt. Ins.	7.00	-- based on least coverage available (\$6000 minue depreciation)
Life Ins.	17.00	-- based on survey of major life ins. companies for female, aged 25, \$100,000 for 5 year term
Furnishing/ Equipment	49.72	-- based on Statistics Canada figures -- refers to appliances, cooking utensils, furniture, etc.
Medical/Dental	18.35	-- based on Statistics Canada figures
Daycare	160.00	-- based on Gov't of B.C. Day Care Dept. figures for a 3 to 5 year old
"Mad Money"	50.00	-- this would include newspapers, magazines, lunches haircuts, etc.
TOTAL	<u>\$1117.13</u>	NOTE: does not include car, Christmas or birthday presents or savings

Even if the University accepts our demand, people in starting clerical positions will still be paid about \$200/month less that comparable male-typed jobs on campus. For example: a junior technician at UBC (similar to our Clerk II) starts at \$1300 a month, and a mail room clerk at UBC starts at \$1360 a month.

I hope that this information helps you to understand our situation and why we have taken the action we have.

WE HOPE WE CAN COUNT ON YOUR COOPERATION IN REFRAINING FROM REQUESTING YOUR EMPLOYEES TO WORK OVERTIME.