

# THE UNIVERSITY OF BRITISH COLUMBIA

VANCOUVER 8, CANADA

OFFICE OF THE DIRECTOR  
ANCILLARY SERVICES  
LABOUR RELATIONS  
PERSONNEL

PLEASE POST

July 25, 1974

TO: DEANS, DEPARTMENT HEADS, DIRECTORS,  
ETC.

Re: Negotiations between the University and  
Association of University & College Employees,  
Local No. 1

INFORMATION STATEMENT - TO WHOM IT MAY CONCERN

For your information, Representatives of the University of British Columbia, after several weeks of contract negotiations with Representatives of Local No. 1 of the Association of University and College Employees, have offered the Union the following increases in pay and changes in working conditions:

1. An across-the-board increase of \$90. per month on the present scale for all monthly-paid employees covered by the bargaining unit - effective July 1, 1974;
2. An additional increase of \$70. per month - effective April 1, 1975;
3. A decrease in hours of work, from 36 $\frac{1}{4}$  hours per week to 35 - effective on the date of signing the contract;
4. An improvement in vacation provisions to provide 3 weeks' vacation after 2 years' service - effective immediately, and 3 weeks' vacation after 1 year - effective in 1975.

The above offer has been rejected by the Union.

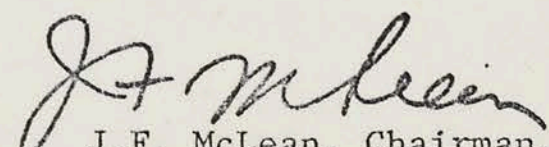
The Union had requested an across-the-board dollar increase rather than a percentage increase. As noted above, the University has acceded to this request. The Union also proposed that the contract run until September 30, 1975. The University has agreed to this proposal.

It is pointed out that the offer would amount to an immediate overall average increase of 16.6% (without taking into account the reduction in hours of work and annual increment), and a further increase of about 11% on April 1, 1975.

The following representative salaries are presented to show the effect that they would have on our present staff. These rates compare very favourably with comparable rates in the community:

Representative Salaries (with 3 months' service)	<u>Effect of Increases</u>		
	<u>Present Rate</u>	<u>Including Increment July 1, 1974</u>	<u>April 1, 1975</u>
Clerk I (Junior Clerk) .....	\$ 408.	\$ 508. - (24.5%)	\$ 578.- (13.8%)
Library Assistant I .....	418.	518. - (23.9%)	588.- (13.5%)
Steno. I .....	446.	547. - (22.6%)	617.- (12.8%)
Clerk II .....	469.	570. - (21.5%)	640.- (12.3%)
Steno. II .....	542.	646. - (19.2%)	716.- (10.8%)
Secretary III .....	553.	657. - (18.8%)	727.- (10.7%)
Clerk IV .....	669.	775. - (15.8%)	845.- ( 9.0%)

Discussions are continuing on other non-completed items and negotiations are expected to resume under the Mediator, Mr. E. Sims on August 13th.

  
J.F. McLean, Chairman,  
University Labour Committee