



Contract Committee Bulletin
Number One

On June 5th the University told the AUCE Local 1 Contract Committee that there would be no annual increments paid to AUCE members in July. It was explained that increments have to be costed into the final agreement, and approved by the Compensation Stabilization Commissioner (Ed Peck), and that they could not be approved until the contract was settled. Reference was made to a directive issued by the Commissioner's office.

Upon discussing the matter with the Commissioner's office, we discovered that Administrative Circular #8, the directive referred to, was not intended to prohibit the interim payment of increments already negotiated, and that such increments could be approved in advance of the settlement of the contract. We were told that in our case it would be unlikely that an application for approval of the increments would be denied. The fact is that the University never discussed the question of AUCE's increments with Peck's office. The only discussions held concerned another bargaining unit on campus.

On June 28, during a negotiating session with the University, we asked for an explanation of the withholding of our increments. We were told again that the increments could not be paid until approved. We explained that an application for such approval could be made, and were told that the University was unwilling to do that because of the eventual possibility that they would be rolled back. This is not a possibility according to our discussions with the Commissioner's office. We therefore took the position that the University was simply misusing the July 7th legislation (Compensation Stabilization Amendments) as a means to deny us an already contracted right. We had never been told, up until that point, that the zero percentage wage increase, which the University had made to us, also meant that the increments would not be paid.

The University has never given us any concrete evidence of its inability to pay a wage increase, nor of its inability to pay our annual increments. We have now asked for either the payment of the increments, or a satisfactory explanation of their non-payment before we continue to negotiate.





association of university and college employees

We were never told by the University that the increments would be an issue for negotiation. We take the position that the increments have been a part of the contract since 1974. They are a part of the current contract which, according to Article 37.01, is in force until the event of a strike or lockout, or until a new agreement is reached. Therefore, the increments should be paid, as always, in July. The increments effect all continuing employees in our bargaining unit, except those who have reached the 6th step of their current classification. The majority of our members (two thirds approximately) are not in this latter category.

We hope to receive an answer from the University as quickly as possible - either in the form of a decision to pay the increments, or in the form of convincing evidence that they cannot, or are not legally allowed to pay the increments. If this is not forthcoming, it is our intention to pursue the matter to arbitration.

Ted Byrne
for the
Contract Committee

July 20, 1984

PLEASE NOTE:

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Vancouver, B.C. V6T 1V6
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