

August 31, 1976

To: Mr. Ian Mackenzie, President, and  
Members of AUCE Local 1

From: Barbara Wynne-Edwards  
Rayleen Nash

Re: Job Evaluation

We are requesting that this letter be read to the membership and printed in the next newsletter so that the members of AUCE Local 1 be aware of the importance of Article 31.01, 31.02 and 31.03 of our Contract. This article refers, in brief, to the function of University and Union Job Evaluation Committees which hopefully will cooperate in producing a system of Job Evaluation which will bring satisfaction to the Union members through a process of involvement in the primary setting up and implementation of a new system.

The AUCE Committee met with the University Committee during the 1975/76 contract and was able to present to the June AUCE membership meeting a comprehensive report on the deliberations and to make recommendations to that meeting on how it felt it should proceed. The recommendations were endorsed by the meeting (at which some 300 members were present). In August the Contract Committee presented proposals to the membership which would have the effect of writing out the function of the Job Evaluation Committee by deleting reference to it in the 1976/77 contract. As members of the Committee we were very disappointed at this and requested that the Committee be reinstated as it was performing a most important function in the best interests of the Union. The Article was referred back to the Contract Committee and, at a subsequent meeting between members of the Job Evaluation and Contract Committees was reworded. The rewording was accepted by the Contract Committee but, at the August 26th meeting of the membership (33 members present), the amendment was defeated, essentially eliminating any future participation on the part of AUCE in any decision-making regarding a new job evaluation system for the University.

The ramifications as we see them are as follows:

1. The Union has abdicated an important role it could play in its own future to better relations with the University in providing an equitable job evaluation system.
2. The University will feel no responsibility to include AUCE members in any deliberations on a new system unless it is written into the contract.

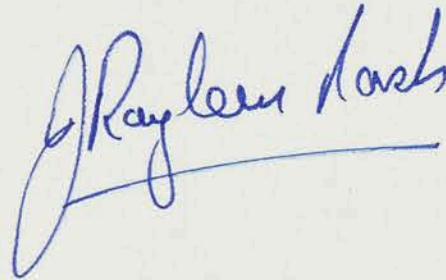


3. The members of the AUCE Committee who have done considerable research into various systems and could best inform the membership on the merits and otherwise of these systems have been made ineffective and, as a result, completely disheartened.

(We realize that an AUCE committee could be formed for this purpose but feel that, without the cooperation of members of the University, it would be considerably more difficult and the University would be less likely to accept our proposals.)

4. The attitude which is being expressed to the University is that the Union does not wish to participate in their deliberations on a new job evaluation system. However, if the Union disagrees with a system imposed by the University it will, presumably, fight it through the Grievance Committee.

We cannot feel happy with this situation and would like the membership to consider negotiation and agreement as an alternative to negative and destructive confrontation after the fact. The Union can only lose by this and, unfortunately, many members will not be aware of what is happening until it is all over.



BWE:RN

c. Emerald Murphy  
Yvonne Mitchell  
Maureen Gitta