

## MINIMUM LIVABLE WAGE BUDGET

RENT	\$355	2 bdrm apt - from statistics compiled by the Vancouver Real Estate Board		
FOOD	\$175	from statistics compiled by B.C. Ministry of Health		
TRANSPORTATION	\$ 45			
HYDRO	\$ 32			
PHONE	\$ 15			
CLOTHING	\$ 86	\$43 per person - Statistics Canada average		
ENTERTAINMENT	\$ 97	\$22 a wk - this would allow 1 adult 1 evening out a wk (dinner, movie, baby sitting) plus a \$6 outing once a wk with your child (if you take a night school course you will not be able to afford this entertainment)		
HOUSE/APT INSURANCE	\$ 12			
LIFE INSURANCE	\$ 9			
FURNISHINGS/EQUIPMENT	\$ 44	refers to appliances, cooking utensils, furniture, etc. Statistics Canada figure		
Medical bills	\$ 12	this cost presumes that your employer pays B.C. Medical premiums (or partial payments)		
Daycare	\$190	cost for 3-5 year olds -- under 3 yrs is higher		
'Mad' money	\$ 50	includes newspapers, lunches, hair cuts, magazines, cigarettes, etc. (\$1.64/day)		
Total	\$1122			
GROSS SALARY NEEDED	\$1460			
GROSS \$1460	UIC \$19.71	CPP \$26.29	TAX \$292.	Net \$1122.

Note: This budget does not include a car, Christmas or birthday presents, savings, vacations, dental bills.

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This budget requires a gross \$1460 a month - and would not even meet basic living expenses for many of our members.

In our bargaining unit one would have to reach pay grade 3 step 5 (\$1466) to afford this budget!!!



"EQUAL PAY" is "FAIR PAY"

Motion #1

"That the membership reaffirm its position taken during our last set of negotiations by rejecting any piecemeal upgrading of jobs by the University."

How could the membership justify refusing a pay raise to a group in our Bargaining Unit?

Simply that the arguments presented in favour of increased pay apply to all of us!

Our jobs are continually changing.

We are learning new skills: Technological change is occurring across campus.

Singling our small groups at the top of the pay scale and offering them more money is unfair and a management tactic to divide a union membership.

Motion #2

"That a strategy committee be set up at this meeting to negotiate a wage reopener for our members."

Allow the University to look after small groups that they deem valuable - without union interference - and they will certainly forget about the majority of us.

All our wages are being devalued by inflation - approximately 12% so far this year.

An average wage settlement in B.C. so far this year is 15½% compared with our 9½%.

A strong vote now could put us in a position the university would listen to.

A smart and strong union uses an opportunity like this to negotiate with the employer for the benefit of all!

What kind of union bows to management's wishes at the expense of its members?