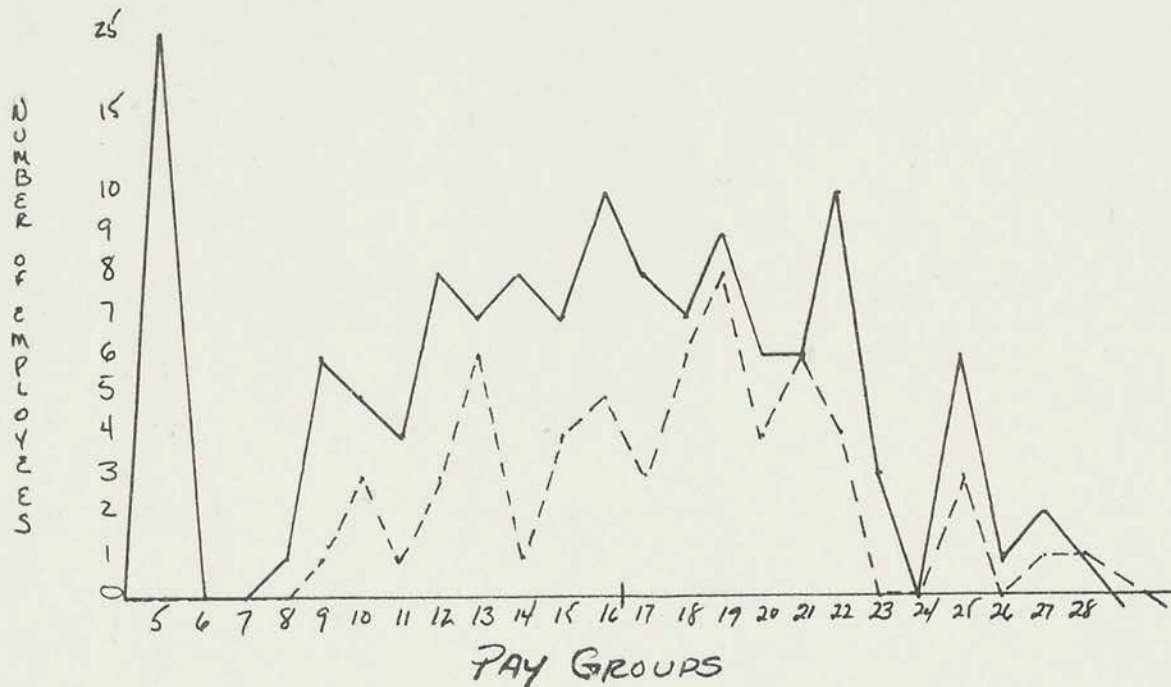


INFORMATION ON ACROSS-THE-BOARD AND PERCENTAGE WAGE INCREASE

FACTS REPRESENTED BY GRAPH

- 1) BASE OF A TOTAL OF 140 AUCE UNIT EMPLOYEES, AS OF SEPT. 76.
- 2) THERE ARE 24 DIFFERENT PAY GROUPS. THERE ARE 81 EMPLOYEES AT GROUP 16 AND BELOW AND 57 EMPLOYEES AT GROUP 17 AND ABOVE.
- 3) SOLID LINE REPRESENTS ALL EMPLOYEES OF ALL CATEGORIES, IE REGULAR, TERM, PART-TIME AND CASUAL.

DOTTED LINE REPRESENTS REGULAR FULL TIME (35 HRS PER WEEK/12 MONTHS) ONLY

- 4) GRAPH SHOW ALL EMPLOYEES AT STEP ONE AFTER THEIR ACTUAL RATE IS CONVERTED, IE. AN EMPLOYEE AT PAY GROUP 17/STEP 3 IS EQUAL TO EMPLOYEE AT PAY GROUP 19 (STEP ONE).

- 5) DISTRIBUTION OF CATEGORIES: (AS PER GRAPH)

REGULAR FULL TIME	(60)	43%	} 51%
REGULAR 20-35 HRS PER WK	(3)	2%	
REGULAR 10 MONTH EMPLOYEE	(9)	6%	
TERM EMPLOYEE	(4)	3%	} 49%
PART-TIME EMPLOYEE	(4)	3%	
CASUAL EMPLOYEE	(60)	43%	
	(140)	100%	

CROSS-THE-BOARD

PAY GROUP AND PAY STEP MATRIX - SEPTEMBER 30, 1976

<u>PAY GROUP</u>	<u>RATE</u>	<u>A/B</u>	<u>REUSED</u>	<u>R/HOURLY</u>
5	823	85.00	908.	5.97
6	839	85.00	924.	6.07
7	851	85.00	936.	6.15
8	868	85.00	953.	6.26
9	885	85.00	970.	6.38
10	904	85.00	989.	6.50
11	918	85.00	1003.	6.59
12	943	85.00	1028.	6.76
13	967	85.00	1052.	6.92
14	989	85.00	1074.	7.06
15	1023	85.00	1108.	7.28
16	1048	85.00	1133.	7.45
17	1083	85.00	1168.	7.68
18	1114	85.00	1199.	7.88
19	1157	85.00	1242	8.17
20	1197	85.00	1282.	8.43
21	1242	85.00	1327.	8.73
22	1284	85.00	1369.	9.00
23	1330	85.00	1415.	9.30
24	1383	85.00	1468.	9.65
25	1432	85.00	1517.	9.98
26	1485	85.00	1570.	10.32
27	1543	85.00	1628.	10.71
28	1599	85.00	1684.	11.07

NOTE TO THE ABOVE

- 1) THE ACROSS-THE-BOARD AMOUNT IS BASED ON THE ACTUAL AVERAGE SALARY (SEPT. 76) TIMES 8%.

EIGHT PERCENT WAS USED FOR ILLUSTRATION ONLY

SOME OTHER BITS OF INFORMATION

- 1) IN ACTUAL FACT, THERE ARE NO UNIT MEMBERS ABOVE PAY GROUP 24 (AS OF DEC. 9 76).
- 2) AS OF 30 SEPT. 76, THERE WERE 10 UNIT MEMBERS AT STEP 5 OF OUR PAY MATRIX AND 14 AT STEP 4.

PERCENTAGE

PAY GROUP AND PAY STEP MATRIX - SEPTEMBER 30, 1974

<u>PAY GROUP</u>	<u>RATE</u>	<u>%</u>	<u>REVISED</u>	<u>R/HOURLY</u>
5	823	65.84	889.	5.84
6	839	67.12	906.	5.96
7	851	68.08	919.	6.04
8	868	69.44	937.	6.16
9	885	70.80	956.	6.28
10	904	72.32	976.	6.42
11	918	73.44	991.	6.51
12	943	75.44	1018.	6.69
13	967	77.36	1044.	6.86
14	989	79.12	1068.	7.02
15	1023	81.84	1105.	7.26
16	1048	83.84	1132.	7.44
17	1083	86.64	1170.	7.69
18	1114	89.12	1203.	7.91
19	1157	92.56	1250.	8.22
20	1197	95.76	1293.	8.50
21	1242	99.36	1341.	8.82
22	1284	102.72	1387.	9.12
23	1330	106.40	1436.	9.44
24	1383	110.64	1494.	9.82
25	1432	114.56	1547.	10.17
26	1485	118.80	1604.	10.55
27	1543	123.44	1666.	10.96
28	1599	127.92	1727.	11.36

VARIANCE

BETWEEN ACROSS-THE-BOARD AND PERCENTAGE INCREASE

<u>PAY GROUP</u>	<u>RATE</u>	<u>%</u>	<u>INCREASE</u>	<u>A/BOARD</u>	<u>VARIANCE</u> + -
5	823	889	66.	85.	- 19.
6	839	906	67.	85.	- 18.
7	851	919	68.	85.	- 17.
8	868	937	69.	85.	- 16.
9	885	956	71.	85.	- 14.
10	904	976	72.	85.	- 13.
11	918	991	73.	85.	- 12.
12	943	1018	75.	85.	- 10.
13	967	1044	77.	85.	- 8.
14	987	1068	81.	85.	- 4.
15	1023	1105	82.	85.	- 3.
16	1048	1132	84.	85.	- 1.
17	1083	1170	87.	85.	+ 2.
18	1114	1203	89.	85.	+ 4.
19	1157	1250	93.	85.	+ 8.
20	1197	1293	96.	85.	+ 11.
21	1242	1341	99.	85.	+ 14.
22	1284	1387	103.	85.	+ 18.
23	1330	1436	106.	85.	+ 21.
24	1383	1494	111.	85.	+ 26.
25	1432	1547	114.	85.	+ 29.
26	1485	1604	119.	85.	+ 34.
27	1543	1666	123.	85.	+ 38.
28	1599	1727	128.	85.	+ 43.

COMPILED AND SUBMITTED ON BEHALF OF YOUR EXECUTIVE,
BY R. MCICEE

THANKS TO D. CLEVELAND FOR HER ASSISTANCE, RM