



association of university and college employees

CONTRACT BULLETIN 7

September 16, 1982

TO: AUCE MEMBERS

In the last contract bulletin we reported that the Union's Job Evaluation Committee was in the process of analyzing the University's new Standard Job Descriptions which had been presented to the Union. Negotiations were suspended for the past month while the Job Evaluation Committee met with the University to discuss the Standard Job Descriptions in accordance with Article 31 of the collective agreement which states that "revised or new Job Descriptions and/or Pay Grades will not be implemented until accepted by the Union."

The University has indicated that it will include the Job Descriptions in its final contract offer which will be a package consisting of three parts as follows: restructuring (called "Salary Equity Program" or S.E.P. by the University), non-monetary proposals, and monetary proposals. The University no doubt sees the current contract negotiations as an opportunity to circumvent Article 31 by tying the money offer to new Standard Job Descriptions and Pay Grades. The Union is prepared to negotiate the restructuring program but would like the actual wording of the Standard Job Descriptions to be left out of the final package offer. The Union would like to continue discussion of the Job Descriptions after the contract is signed since serious analysis and discussion of the Job Descriptions is proving to be a complex and time-consuming task. The Job Descriptions should accurately reflect the job duties in the bargaining unit and should not restrict opportunities for promotion, transfer and reclassification. The new Job Descriptions should also not raise the level of responsibility and complexity of the jobs in each Pay Grade without increasing the pay of those jobs. The University and the Union have not yet reached agreement on the Standard Job Descriptions and discussion is continuing. The University has made no wage offer; nor has there been discussion of retroactive pay. We do know, however, that another union at U.B.C., the Office and Technical Employees' Union (OTEU), was offered retroactive pay.

Shirley Irvine on behalf of the
Contract and Job Evaluation
Committees.