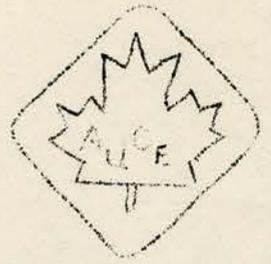


Across Campus



VOLUME 1 ISSUE 1
APRIL 25, 1973

LOCAL #1 (UBC)
NEWSLETTER.....

DIVISIONS NOW ORGANIZING

To co-ordinate the membership drive in specific areas on campus, members in various divisions have started forming their own organizing committees. A group in the library have done so and have now published a pamphlet, the *ANTI-BIBLOS*, dealing with issues of particular interest to library assistants and other staff in that area. Anyone wishing to get together with other interested members in your faculty/department to form a local organizing committee, please phone Jean Rands at 298-8430.

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WHAT ABOUT THE DENTAL PLAN?

The *UBC REPORTS* (April 5) does not say that the Dental Plan is for non-unionized employees only. It says that non-unionized employees will be offered a salary-benefit package. When the term *salary-benefit package* is used, it normally means that the introduction of a benefit will result in a salary increase that is less than it would have been otherwise. The article itself makes it clear that the Dental Plan will not be offered to non-unionized employees as a benefit *extra*.

The article says that unionized employees, through their union representatives, will be able to bargain with the University for the Dental Plan-Salary package that is acceptable to them. Until *A.U.C.E.* has been certified by the Labour Relations Board, all *A.U.C.E.* members are considered by the University to be non-unionized. Therefore, if certification is not granted by July 1, *A.U.C.E.* members will not be able to bargain for the Dental Plan-Salary package of their choice but will have to accept the arrangement that is offered them by the University.

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LITERATURE AVAILABLE

The following *A.U.C.E.* publications are available for distribution. If you would like a supply, please phone Lori Whitehead at 732-8444.

- Constitution & Local #1 Bylaws*
- Let's Look at Job Classification*
- Union, What Does It Mean?*
- *What Goes On At U.B.C.?* (Study Benefits)
- Anti-Biblos* (Library Staff)

SOME UNAWARE OF OVERTIME REGULATIONS

It has come to our attention that there are many who are not familiar with the overtime regulations applicable to the general office staff. As is stated in the staff Handbook (1972) persons will be compensated for overtime only when it is requested by the administrative head. Compensation is given either in time off or pay, at the rate in each case of time and a half for the first four hours worked and double time thereafter.

It is our understanding that the choice of payment or time off is available in some departments but not in others, where the method of compensation is determined by the department head.

To calculate overtime payment, we believe the following method is used:

Work month for general office staff is defined as 157 hours.

Divide gross monthly salary by 157 to obtain hourly salary.

Then calculate overtime wage per hour by multiplying by 1½ or 2, whichever is applicable.

N.B. This method may not be applicable in all cases, particularly to those wholly or partly paid through grants.

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DISHWASHING OPTIONAL

The official job descriptions for clerk, secretary and stenographer categories do not include a listing for *bring coffee to the boss* or *washing dishes after a faculty or department meeting*. In many cases, an arrangement is made within individual departments that is acceptable to all concerned.

On the other hand, there have been instances reported where office staff seem to be *required* to carry out such tasks whether or not they are in agreement. General clerical and office personnel should be aware that duties of this nature are normally optional. This has been verified by the U.B.C. Personnel Office.

DID YOU KNOW THAT THE U.B.C. FACULTY ASSOCIATION MIGHT CONSIDER APPLYING FOR CERTIFICATION?

Elizabeth Brock
Cataloguing
Library

PRESENT SALARY SCALES

We believe the following to be the current salary schedule for general clerical and library staff at U.B.C. Figures include the \$15.00 across the board increase granted in November, 1972. A more detailed chart including all categories will be made available once the results of the Alma Mater Society job classification survey have been compiled.

STEPS	1	2	3	4	5	6	7
Clerk I	353	363	373	383	393	403	
Library Assist I	368	378	388	398	408	418	
Secretary I	396	407	418	429	440	451	
Clerk II	419	430	441	452	463	474	
Library Assist II	432	443	454	465	476	487	
Secretary II	466	479	492	506	521	536	551
Clerk III & Assistant Library Mail Clerk	473	486	499	513	528	544	560
Secretary III & Library Stack Attendant	503	517	531	547	563	581	600
Library Assist III	522	536	551	566	582	599	616
Secretary IV & Library Mail Clerk	583	599	616	634	654	674	696
Library Assist IV Administrative	608	624	642	660	680	702	724
Assistant & Clerk IV	614	630	648	668	688	710	732
Library Assist V	649	666	684	704	726	748	770
	*	*	*	*	*	*	*

OFFICIAL NOTICE TO SIGNED-UP A.U.C.E. MEMBERS:

In accordance with the requirements of the By-laws, notice is hereby given for a membership meeting to be held Wednesday, May 2 at 5:15 p.m. in the Garden Room of the Graduate Student Centre.

AGENDA

1. Minutes of the November 23, 1972 meeting.
2. Financial Report.
3. Report of the Organizing Committee.
4. Elections will be held to fill the following executive positions of Local #1:
 - a. Vice-President
 - b. Secretary-Treasurer

****ALL SIGNED-UP MEMBERS ARE URGED TO ATTEND****