



association of university and college employees

July 29, 1982

Robert Grant
Director
Employee Relations Department
CAMPUS MAIL

Dear Mr. Grant:

Re: Article 31.01 - Job Descriptions

As per the collective agreement, "revised or new Job Descriptions and/or Pay Grades will not be implemented until accepted by the Union".

The Union's Job Evaluation Committee met with the University today. We herewith place our formal objections to the Standard Job Descriptions, presented to us on June 15, 1982 and the new Pay Grade proposed as part of the A.U.C.E. PROPOSED RESTRUCTURING proposed to us on June 21, 1982.

Our formal objections result in that the Union believes that Job Standards should consist of three elements only while the University's proposals go far beyond the three listed below:

- what kinds of work are being done
- what the typical job duties are
- what the requirements of the position are

We further see that the Job Standards presented to us contain job responsibilities slotted at levels the Union does not agree with ie. a Clerk III might be listed to perform certain budgetary functions while the Union maintains those functions are at the IV level.

Further we notify the University that the Union will be presenting suggested changes to the Library Assistant classifications; these were not part of the group provided by the University.

Finally, we can only express objection to the new Pay Grade since we have no idea of the cost nor of how the University will insert this Pay Grade into the existing set of pay grades.

Yours truly,

Carole Cameron
Union Organizer, AUCE Local 1