

The 'little people' g

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A complex the size of UNB requires a great deal more than professors, instructors and other academic staff to keep it running. Buildings must be kept up, snow must be removed, a security force is needed and libraries and offices must be staffed. These duties, however, unlike the more "glamorous" academic ones, are rarely appreciated by students and faculty as the so-called "little people" (i.e. non-academic staff) go about their work largely unnoticed.

The university has both full-time and part-time employees on its payroll. The number of full-time employees is approximately 750 and consists of technicians, secretaries, security patrolmen, librarians, janitors and some maintenance men. The number of part-time and temporary employees, on the other hand, fluctuates during the year from about 250 during the summer months to about four times that number during the winter. This seasonal staff consists mainly of students working as library assistants, student markers, assistants at registrative, and technicians.

Of the full and part-time employees, some are members of the Canadian Union of Public Employees (CUPE), while others are not (all temporary staff are non-unionized). Most of those classified as "general labor and trade" are dues-paying members and number around 250. There is a high turnover among employees of this category but their being union members maintains salary uniformity. Salaries which are negotiated collectively by CUPE with the administration.

The remaining five hundred-odd full-time employees, primarily salaried workers, are non-unionized by choice (when the CUPE moved in on the campus in October, 1971, they opted not to join) and are paid according to a job-classification grid determined by the Personnel Office. This grid is arrived at by consulting the wage rates of the N.B. Civil Service, as well as those of the N.B. Electric Power Commission, the school boards, all public and provincial hospitals and other New Brunswick employers. Along with these local rates, the national figures of the Federal Civil Service are also taken into consideration. Brigadier Knight, head of personnel, feels that such is the best way of "insuring competitive salaries".

Unlike the Civil Service and most unions where pay raises are fixed increments given to all employees at negotiated intervals, Brigadier Knight's grid is based on a merit scheme. Each year, personnel sends out evaluation forms to all department heads. Once completed by them and initialed by the respective employee, indicating that he or she has seen the report, they are returned. By evaluating them, the Personnel Department judges the relative degree of competence displayed by employees and

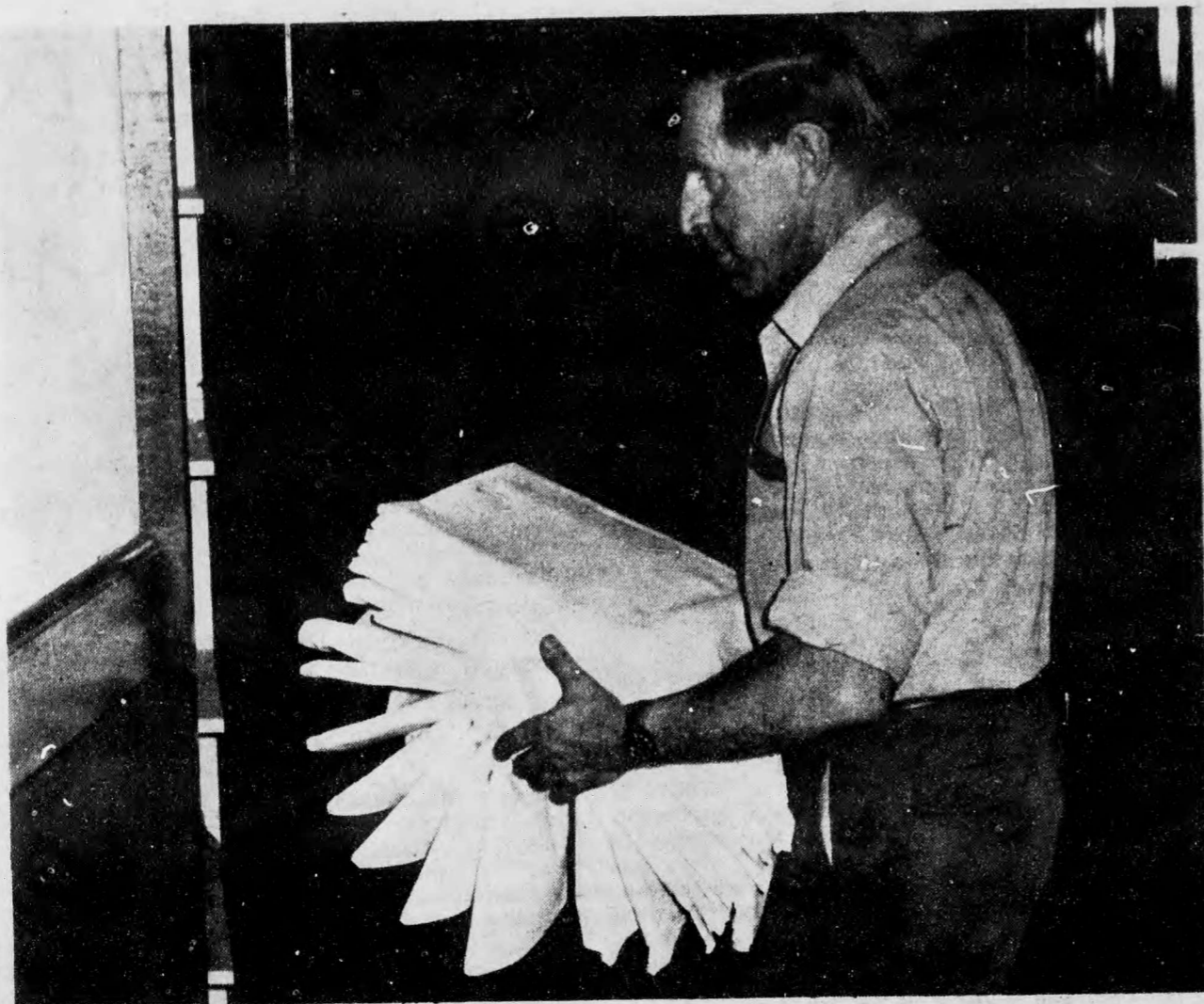


Photo by Bob Boyes

Above and below: two of the university's non-academic employees at work — a janitor in the Lady Beaverbrook Residence and a librarian in the Harriet Irving Library. Librarians are among the non-unionized workers at UNB.



Photo by Bob Boyes

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