

# Association of University and College Employees

October 5, 1977

Mr. R.A. Grant  
Director  
Employee Relations Dept.

Dear Mr. Grant;

Re: Job Postings Grievance - attached

Recently the University has been filling continuing positions in the Library from outside the bargaining unit. These positions are being called "temporary" even though the 'conversion project' is expected to last at least two years.

At the September 28th Grievance/Labour Committee Meeting Mr. de Bruijn defined a "temporary position" as one that has a termination date, with no time constraints. In response to a question from a member of our committee he said that such a "temporary position" could have a termination date of, for example, twenty years hence. By this absurd definition the University need no longer post any AUCE jobs!

Articles 3.02 and 3.04, the definitions of Continuing and Temporary Employee, also set the limit on temporary position, that is "a short-term, non-recurring position of less than three (3) months duration."

The Union cannot understand the motive behind hiring these LA IIs and Intermediate Is from outside the bargaining unit when there are numerous LA Is within who are qualified and who, under Article 22, are guaranteed the opportunity to apply for these positions.

If the University does not remedy this flagrant violation of the contract, signed only recently, the Union must interpret this action as a deliberate attempt to disrupt labour relations.

Yours truly,

*Ann Hutchison*

Ann Hutchison,  
on behalf of  
Grievance Committee

cc: Across Campus

W.L. Clark



PLEASE USE REVERSE  
SIDE OF THIS FORM  
IF NECESSARY

ASSOCIATION OF UNIVERSITY & COLLEGE EMPLOYEES  
UBC, LOCAL NO. 1, VANCOUVER, B.C.

GRIEVANCE FORM

Date: October 3, 1977

Department: \_\_\_\_\_ Name: \_\_\_\_\_ Division: \_\_\_\_\_

Grievance:

We hereby grieve violation of Articles 3.01 - 3.04 inclusive and Articles 22.01 - 22.03 inclusive, and any other related articles.

We hereby grieve the University's apparent interpretation of the above cited articles on the question of job postings and the fact that a number of continuing jobs related to the Main Library conversion project have not been or will not be posted.

Ann Hitchison  
(Signature)

ANN HITCHISON on behalf of Grievance  
(Also please print name) Committee

Department's/Supervisor's Reply:

Referred to Union Grievance Committee & University Labour Committee on \_\_\_\_\_  
(Signature)  
, 19 . By \_\_\_\_\_ (Shop Steward).  
UNION GRIEVANCE COMMITTEE & UNIVERSITY LABOUR COMMITTEE DECISION:

(Signature) UNION GRIEVANCE COMMITTEE

(Signature) UNIVERSITY LABOUR COMMITTEE

2) To be returned to shop steward with Dept. Head/Supervisors reply.