



Canadian  
University  
Employees

2170 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

December 18, 1987

Ms. Marilyn Bratzer  
c/o Religious Studies  
UBC Campus Mail

Dear Ms. Bratzer:

I tried to reach you by phone but was unable to do so. I understand from Susan Berry, our Chief Steward, that you want to know which benefits the Temporary Employees have under the terms of our collective agreement. Firstly, let me say that your union dues are prorated in the same manner as your holidays, maternity leave, etc. are calculated.

All of the terms of employment for Temporary Employees can be found in the Collective Agreement under Article 3.04. I have photocopied the relevant information and articles for you.

We do not like to have Temporary Employees in our bargaining unit and for this reason the Union has restricted the number of Temps the University can hire to 2% of our bargaining unit. We feel that you should be applying for a full-time continuing position or a continuing part-time position if you want all of the benefits that our members have. If we allow the University to hire Temps without the restrictions as outlined in Article 3.04, we will be in the same position as the larger department stores who only hire temporary workers to avoid paying benefits and also, so that they cannot have a collective bargaining unit because they can be laid off at will. You will note that we have very specific language about Temporary Employees, i.e. that the University can only fill short term positions due to sick leave, maternity leave or when these leaves cannot be filled through temporary promotion.

The major benefit that you do get from belonging to this Union is that you get the same wage increases which we negotiate for the rest of our members.

2...



I would suggest to you that you become a continuing employee in our Union and that this is the avenue you should seek if you are looking for such benefits as the medical, dental plans, tuition fee benefits, better holidays and job security benefits.

We certainly welcome new members.

Yours sincerely,

Adrien Kiernan  
President

p.s. We have also discussed this fully on the phone.

Also, I have enclosed the material as promised and a copy of our Collective agreement so please disregard paragraph II. Again, my phone number is [REDACTED] as of Jan 4/87 except for Tuesdays when I can be reached at the Union office.

encl - newsletters  
CEPE facts  
financial statements  
Contract