

March 21st, 1979

22.03 Hiring Policy - Union Proposal

- (a) As is.
- (b) Applicants for posted vacancies shall be appointed on the basis of ability qualifications, and seniority. When the University is making its selection and no applicant is clearly superior in ability and qualifications, seniority shall be the determining factor.

22.08 Orientation Period for Transfer and Promotion - University Proposal

When promoted or transferred, the employee shall be on an orientation period for three (3) months. If the employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to her/his former position, or to one of equal salary range.

28.05 Shift Work - Union Proposal

- (a) as is.
- (b) Shift Differential (Inconvenience Pay)

Employees working on a shift basis shall receive a pay differential as follows:

Thirty-five cents (.35) per hour for each hour worked on the evening shift.
Fifty-five cents (.55) per hour for each hour worked on the night shift.

- (c) as is.
- (d) as is.
- (e) as is.

30.05 Medical & Dental Plan - Union Proposal

- (a) as is.
- (b) as is.
- (c) After three (3) months of employment all continuing and sessional employees shall be eligible to participate in the Dental Plan as outlined in (a) above, provided she/he works a minimum of seventeen and one-half (17½) hours per week.
- (d) as is.

31.05 Wage Increase Awarded Through Reclassification - University Proposal

- (a) as is.
- (b) Where the position does not entail new job duties and has in fact been misclassified since date of hire, the employee shall be placed on the same seniority step in the appropriate classification as she/he was on in the original job classification, and shall receive full pay rate adjustment retroactive to date of hire, except where date of hire is prior to July 1, 1978, in which case, pay rate adjustment shall be retroactive to July 1, 1978.

33.06 Disciplinary Action/Employee Files - Union Proposal

Any written censures, letters of reprimand and adverse reports (including official evaluation reports), shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an

employee, the existence of which the employee was unaware at the time of filing.

33.07 Notice of Resignation - University Proposal

If an employee resigns, fifteen (15) working days notice will be given in writing prior to the date of termination. In the event that less than ten (10) working days notice is given, the employee will be entitled to her/his vacation pay of 4% of gross earnings less any vacation she/he has taken. Vacation entitlements banked from the previous year shall be paid at the employee's full rates.

An employee may rescind her/his resignation, in writing, without penalty up to three (3) working days after giving notice.

36.02 Wages - University Offer

An across-the-board adjustment to all classifications of 7% effective on April 1st, 1979.

Letter of Understanding - University Proposal

Attached to and forming part of the 19__ collective agreement, between the University of British Columbia and A.U.C.E. Local 1.

The Parties agree as follows:

Article 34.07(a) will not apply to those employees who work from the parttime recall list who wish to work for irregular periods and have indicated their wishes in writing to Employee Relations. A carbon copy of the employees' requests shall be sent to the Union Office by Employee Relations within five (5) working days of receipt of such requests.

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

April 25, 1979.

BULLETIN 8

FROM THE CONTRACT COMMITTEE

- 1024 ballots were cast in the vote on the proposed contract for 1979-80; perhaps, the greatest response in our short history - as of this April 11th "five years short".
- 921 members cast ballots in favour of accepting the proposed terms while 81 members found the terms wanting; 22 ballots were spoiled.
- for this year's Contract Committee the implications of the vote are many. We do believe that the membership has expressed some satisfaction with the University's approach on wages this year - this does not mean satisfaction with the final 7% solution, but an expectation that next year's initial wage offer from the University will be a "decent" offer on which to negotiate seriously; not some provocative and insulting offer as presented by the Simon Fraser Administration to Local #2.
- as happened last year some Contract Committee members are willing to sit on an Ad-hoc Committee and commence informal discussions in regards to our next set of negotiations. We plan to meet every couple of weeks until a new Contract Committee is elected and we URGE that each Division elect not only a representative to the Committee but also ferret out some representatives for the Strike Committee.
- not only will we discuss tentative proposals but we also plan to establish a tentative schedule for presenting proposals to the membership. As of this moment we have set January 2, 1980 as the date for meeting with the University - that would mean that the Contract Committee would have to bring proposals to the membership for consideration as early as this fall.
- obviously a high priority item will be wages - we have all received our 1978 increases and the impact has been antidimatic. With the release of the latest statistics on inflation we have seen this year's wages eroded by the very minimum of 2% (most likely more). When coupled with our losses last year we see that we have fallen behind in excess of 7% over two years.
- at their last formal meeting members of the Contract Committee quickly ran through the contract and extracted areas for possible concern and proposals. Some of those areas included medical/dental plan, increment policy, sick leave, and leave for illness within a family, work sharing, technological change, reassignment, union meetings, paternity leave, shift work, wage rates and a COLA, flexible hours, and holidays (time off between Boxing Day and New Years).
- the above suggestions are not etched in stone - you may have concerns of your own, and if you do, send a note to the Union Office, c/o Contract Committee expressing your views and interests. We can assure you that they will be considered.
- no small part of the "success" of this year's negotiations can be attributed to our respecting of the Operating Engineers' picket lines last year and to the fairness and dignity with which we shared the financial loss bargaining - unit wide.
- undoubtedly, the University was testing our resolve and resiliency through the Operating Engineers' strike. With one notable and regrettable lapse in self-respect and judgment we demonstrated to the University our integrity and resolve.
- it is this resolve coupled with our openness and communication during the course of our various sets of negotiations that are vital to any gains we make.

- also linked with this is our just and vigorous application of the contract on a day-to-day basis - and, the corollary of this is the taking of grievances to arbitration if the situation so warrants. Our record - particularly recently - in arbitration victories has been impressive.
- membership attendance at lunch hour meetings is crucial in the whole negotiating process, as is our respect for the contracts we negotiate. A Contract Committee in isolation does not negotiate good contracts but a combination of the above facts does.
- if we can puncture our vacuum and maintain contact with other campus unions and with the labour world outside of UBC - and develop a sense of our importance to the University as clerical workers - our task will be easier.
- but, the process is not a cake walk. There are peaks and valleys, gains and setbacks, continuing effort and struggle.
- the most recent peak - really only a hill - was the ratification of our new contract. But we descended quickly into a valley when Local #2 threatened to throw up secondary pickets around UBC in order to press the SFU Administration.
- we did not remain in the valley for long as an Industrial Inquiry Commission was negotiated after a few days of allied picketing at Triumph.
- judging by our response to the possibility of Local #2 pickets campus-wide we came off rather well - most members did not "panic" and they realized what was happening and what the consequences were.
- it is a situation like this and all of the other factors mentioned above that have accounted for the University's "change of attitude" this year - our activity and concern as a trade union have elicited this response. If we choose to lie still then we will be walked over, neglected and thrown the tid bits.
- but, if we are prepared to stand up for our rights and accept the changing and varied consequences of our decision to unionize five years ago, we have a promising future.