



association of university and college employees

January 25, 1982

Trade Union Research Bureau
3rd Floor, 195 Alexander Street
Vancouver, B.C.

Attention: David Fairey

Dear David:

Further to correspondence between us, Wendy Bice and myself have made some decisions with respect to negotiations and would request costing information accordingly. I will list below the percentage of current benefits as well as our opening and bottom lines as far as negotiations are concerned. Please advise what the costs would be.

<u>BENEFIT PLANS</u>	<u>Currently</u>	<u>Proposed maximum</u>	<u>Minimum</u>
Medical plan	50% employer 50% employee	100% employer	75% employer
Extended health plan	100% employer	100% employer with optical provision up to \$150.00 every 24 months	
Dental plan	50% employer 50% employee 70% Plan A 50% Plan B no Plan C	100% employer with 100% Plan A 50% Plan B 50% Plan C (with a ceiling of \$1,500.)	75% employer with 80% Plan A 50% Plan B 50% Plan C (with a ceiling of \$850.)
Long Term Disability plan	50% employer 50% employee (with participation in Pension Plan)	100% employer (to be compulsory after 1 year of employment)	
Life Insurance Plan	50% employer 50% employee (with participation in Pension Plan)	100% employer (to be compulsory after 1 year of employment)	

We have further proposals that will affect the cost of the total contract as follows:

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At the moment, in order for eligible children to be part of our Dental Plan, they must be added within 1 month after birth. Because this is discriminatory and also because of the new provincial dental care plan as it relates to children up to 15 we want not to have to add children to the plan until they are 3 years of age.

With respect to the Long Term Disability Plan and Group Life Insurance please see a copy of the letter just received from the University. Is W.L. Clark's statement "in order for the benefits under this plan to remain tax free the individual employee must pay the full premium" accurate? If so, wouldn't we be better to pay 100% ourselves and apply the 50% now being paid by the employer elsewhere?

Also with respect to the Long Term Disability Plan see the enclosed letter from MSA (pages 3 and 5) which indicate that our members are being short-changed with respect to the benefits of the plan - we would want to equalize this.

Please see also enclosed Article 21.03 from the current CUPE 116 agreement at UBC which we would like to add to our agreement.

We have two plans with respect to sick. Plan A is to improve our present plan to 1 1/2 days per month, establish a sick bank by adding all days left by terminating employees, on January and July 1 each year to give all employees who have not used sick leave in the previous six month an additional two days off, not to deduct sick leave of less than 1/2 day from sick leave entitlement, to give all employees their annual entitlement on January 1st each year, to have the University obliged to provide separation certificates and information on UIC sick benefits when an employee exhausts their sick leave entitlement.

Plan B is to go with the Wage Indemnity plan suggested by MSA.

We want to change the current wording of Article 29.01(b) to read "Overtime for part-time employees is that time worked in excess of regularly scheduled work day and work week."

We want to negotiate a family illness article that would allow either days off in addition to regular sick time for family illness OR days allowed to be deducted from sick leave entitlement for family illness.

We want to add the following immediate family members to compassionate leave - sister-in-law, brother-in-law, son-in-law and daughter-in-law.

We are going to rewrite Article 30.06(k) to establish a committee that would review all the existing plans with a view to improving them. I am doubtful about what we can do through negotiations since the University has already got a contract with the various plans and I am not sure how we go about altering these contracts. I feel like making my way through a mine field could not be any more difficult or hazardous than working with our benefits.

What we are asking of you is a lot. Any help you could give to make it easier for us will be most appreciated.

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Some time ago you mentioned that you were on the look-out for people with job evaluation experience for two unions. You indicated at that time that there was no one around available for this work. I have been thinking on this as follows:

- I don't know how one becomes adept at this type of work other than by experience
- there are only a few different types of ways job are being evaluated (point system, decision band, ranking, factorial and classification) so either one would apply existing systems, a combination or any or all of them or develop a system peculiar to the jobs being analyzed
- is the shortage of union people around doing this type of work because unions generally don't want to get into job analysis?

Job analysis is such a subjective area. One is either prejudiced because of the currently acceptable status quo (I offer the value of clerical labour vs most occupations dominated by men as an example) or up against the market value of work (here again clerical work is an example - in our bargaining unit there is a shortage of medical secretaries and computer operators which the employer is prepared to address by piecemeal upgrading. The problem is such a monumental one that most unions don't have the energy or resources to get into it. I am a little interested in this type of work but would appreciate some information, if you have it, on useful sources of information. Thanks.

Yours truly,

Carole Cameron
Union Organiser
AUCE Local 1

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