



association of university and college employees

January 15, 1983

Ann Hutchison
English Language Unit
Catalogue Records
Library Processing Centre

Dear Ann:

The proposal to donate sick leave was discussed at the Executive Meeting on Wednesday, January 12. The Executive members asked me to outline their concerns regarding the proposal in a letter to you and to invite your comments. The following is a summary of the concerns:

- 1) There was concern about agreements made outside the contract. It was felt that improvements to our present sick leave article would only occur if the topic were the subject of negotiations where the pressure will be on the University to provide a better plan rather than on fellow A.U.C.E. members.
- 2) There was concern that the Union could be setting a precedent which might be detrimental.
- 3) There was also concern that A.U.C.E. members would be put under tremendous pressure to donate their sick days. A major illness would require the donation of many sick days and could wipe out the accumulated sick days of many employees. It was felt that the onus should be on the University and not on A.U.C.E. members to cover employees.

The Executive found the concept of a sick-day bank composed of sick days accumulated by people who have left the University more acceptable. This proposal could be put forth at the next set of negotiations if the membership agrees. During the most recent set of negotiations, a comprehensive sick-leave proposal was presented by the Contract Committee. The proposal would have covered people who run out of sick leave, and who under the current contract, must rely on short-term U.I.C. sick leave benefits and then welfare payments. The proposal was dropped mainly because the membership did not see the importance of obtaining better sick leave coverage.

If you have any questions and/or ideas on the matter, we would like to hear from you.

Yours truly,

Shirley Irvine
Co-ordinator