

January 16, 1976

REPORT FROM UNION ORGANIZER

People are needed to work on the following committees that are outlined in our new contract. People for the Job Evaluation, Pension Plan and Working Conditions Committee must be elected. Anyone can volunteer for the Sick Leave Study Committee. Send nominations for these committees in writing to the Union Office, c/o Campus Mail - you can nominate yourself.

SICK LEAVE STUDY COMMITTEE (Article 30.06 k))

The University and the Union agree that a joint investigation of the Sick Leave Plan presently in effect at Simon Fraser University, sick leave insurance plans, and other sick leave plans will begin within one (1) month of the signing of this contract and that the report and recommendations will be presented to the University and the Union within three (3) months for consideration. It is understood that such a study will involve reviewing the statistical information available on the present plans in effect at the U.B.C. and comparison with other plans insofar as benefits to employees are concerned, as well as costs. Long term benefits in the case of extended illness will also be one of the terms of reference.

JOB EVALUATION COMMITTEE (Article 31.03)

The Union Job Evaluation Committee, consisting of three (3) members, shall meet with the University Job Evaluation Committee, consisting of three (3) members, to continue the study and development of a revised Job Evaluation System. These committees shall be in existence until such

time as a new Job Evaluation System and the implementation method have been presented to the Union and the University and mutually agreed upon.

PENSION PLAN COMMITTEE (Article 30.03)

The University and the Union agree that a joint Union/Management committee will be set up to study Pension Plan, Group Life Insurance and Disability Insurance proposals and to consider the needs and requirements of employees. This committee shall consist of three (3) members from the Union, three (3) members from the University, and one (1) non-voting member from the Pension Board.

WORKING CONDITIONS COMMITTEE (Article 24.03)

The Union shall establish a Working Conditions Committee and inform the University and its members. The University shall recognize this Committee and its duties outlined below.

- a) To research problems in the areas of health and safety which are special to office and library workers, and to notify the University regarding any problems which occur in employees' working conditions.
- b) To meet with the University representatives until a mutually acceptable mechanism for staff representation on building design committees has been established.

WE NEED A NEW CONTRACT COMMITTEE. RESEARCH HAS TO BEGIN SOON! IF YOUR DIVISION HAS NOT YET ELECTED THEIR REPRESENTATIVE, THE TIME TO DO IT IS NOW!

DIVISIONS C, E, and I, you need representatives on the GRIEVANCE COMMITTEE.

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DIVISIONS B, C, E, F, and I, you need representatives on the COMMUNICATIONS COMMITTEE. If this committee doesn't start functioning, there won't be any newsletters.

DIVISIONS C and I, you have no representative on the EXECUTIVE.

WE HAVEN'T ELECTED OUR TWO REPRESENTATIVES FOR THE PROVINCIAL ASSOCIATION.

NOMINATIONS ARE OPEN FOR THE POSITION OF TRUSTEE, A TABLE OFFICER ON THE EXECUTIVE RESPONSIBLE FOR MAKING SURE THE CONSTITUTION IS UPHELD.

The Office is being renovated, made liveable. I'm making curtains, coat rack, mailboxes, rearranging shelving, fixing up a comfortable seating, talking, private space, redoing the filing system - just generally getting the place in shape. I NEED HELP! I don't like working by myself, there are loads of things to do and we have a clause in our contract that allows people to take a short term leave of absence to do union work (Article 7.03):

The University agrees to grant wherever possible representatives of the Union leave of absence without pay for Union conventions or to perform other functions on behalf of the Union. Such leave will not be unreasonably withheld. The Union agrees to notify the University at least ten (10) working days in advance.

The Union pays your wages while you're on leave. You can come in for a day, a week, up to 3 weeks. If anyone is interested, please call me at

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The other alternative for cleaning up the backlog of work in the office (i.e. filing, making up an address/phone list, mailing out minutes of past membership meetings, working on newsletter, clipping newspapers) is for people to come in and do some work on their lunch hours. Please phone me if you feel so inclined and I'll make sure there is something here ready to be worked on.

I have a pile of goods left over from the strike: radios, coffee-makers, umbrellas by the tens, gloves, hats, raingear, a book of bedtime stories. If you're missing anything, come into the office and check. Please do it soon - we'll probably have an auction if everything isn't claimed.

WHAT HAPPENED DURING THE STRIKE? LUNCH HOUR DISCUSSIONS - MONDAY TO FRIDAY, JANUARY 19-23 - STAFF ROOM OF THE ARMOURIES - 12:00-1:00 & 1:00-2:00.

LET'S GET OUR EXPERIENCES OUT IN THE OPEN WHERE WE CAN LEARN FROM THEM.

WHAT CHANGED FOR YOU? WHAT HAPPENED WHEN YOU WENT BACK TO WORK?
COULD THINGS HAVE BEEN DONE DIFFERENTLY? WHAT WAS POSITIVE ABOUT IT? HOW DO YOU FEEL ABOUT BELONGING TO THIS UNION?
