

A.U.C.E. Local 1
c/o Campus Mail Room
November 20, 1974

J.F. McLean, Chairperson,
University Labour Committee
Personnel Office

Dear Mr. McLean:

Re: Your letter and memo about interpretation
of A.U.C.E. Contract dated November 14, 1974

Ms. Murphy has passed your letter and information memo to Department Heads on to the Grievance Committee. As you know, all matters of interpretation of the Contract are to be dealt with between the Union Grievance Committee and the University Labour Committee.

We are in general agreement with the interpretation of the Contract as outlined in your memorandum. However, we definitely disagree with one of your points of interpretation.

In section 2(b) of your memo, in regard to temporary promotions, you state: "The person so assigned should have the necessary qualifications to take over the position on a temporary basis."

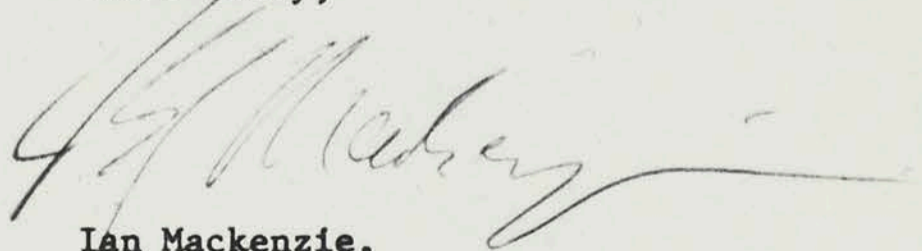
In our reading of Article 34, Section 3, we find no mention of "qualifications". It is clear that according to the Contract an employee need not have the qualifications to fill a certain position if she/he is to fill that position only temporarily according to Article 34(3).

Our understanding of the Contract is also that an employee may refuse to perform the work of an absent superior unless assigned to the higher job classification according to Article 34(3).

We would request that a future memo to Department Heads incorporate the above interpretation.

Awaiting your response,

Yours truly,



Ian Mackenzie,
Chairperson,
A.U.C.E. Local 1 Grievance Committee