

March 8, 1976

W.L. Clark  
Assistant Director  
Personnel  
U.B.C.

Dear Mr. Clark:

Re: Notification by University pursuant to Article 5.03

The Union wishes to receive notification, in accordance with Article 5.03 of the Collective Agreement, when an employee has been hired, promoted, transferred, laid off, recalled, or resigns.

We appreciate the fact that we have been receiving notification from the University as to changes in employees' status. However, we have found that the form in which this notification has been given is confusing in the extreme, and does not meet the requirements of Article 5.03.

At present, it appears that your notification falls into three categories: "monthly Appointments", Change of Appointment", and "Severances". None of these corresponds to the categories provided for in Article 5.03, viz., "hired, promoted, transferred, laid off, recalled, or resigns."

The use of the term "severance" especially disturbs us: we cannot understand its continued use, when there is no reference to it in the contract. Discharge, resignation, and lay off are three totally separate phenomena, and cannot be covered by the blanket term "severance".

Therefore, would you be so kind as to immediately commence notifying us in accordance with Article 5.03. May we suggest that six lists be sent to us every five working days, one for each of hirings, promotions, transfers, lay-offs, recalls, and resignations.

May we further remind you that in the matter of lay-offs, this notification is in addition to, and not in substitution for, the provisions of Article 34.08(b). Also, in the case of suspension or discharge, notification is per Articles 33.02 and 33.03.

Kindly confirm your compliance with the above as soon as possible.

Yours truly,

Marcel Dionne,  
Chairperson,  
A.U.C.E. Local 1 Grievance Committee

cc. Chuck Connaghan

MD/IM