

SPECIAL MEMBERSHIP MEETING RE CONTRACT, July 17, 1975  
Buchanan Room 106

Emerald Murphy in the Chair.

1. Robert Gaytan ) That Article 28 Section 1 be ammended to read:  
Dale McAslan ) Terms:  
a.) "Day" shall mean the time period from 12:01 a.m.  
to 12:00 midnight.  
b.) "Week" shall mean a period of time from 12:01 a.m. Sunday to 12:00  
midnight the Saturday following.  
c.) "Month shall mean the calendar month.  
d.) "Regular work day" shall mean an employee's regularly scheduled work  
day and/or hours of work. (e.g. seven (7) hours per day for a standard  
five (5) day week; eight and three-quarters (8-3/4) hours per day for  
a four (4) day week; twelve (12 hours per day for a three (3) day  
week; etc).  
e.) "Regular work week" shall mean an employee's regularly scheduled  
work week.  
f.) "Standard work week" shall mean an employee's regular work week, from  
Monday thru Friday, with hours from 8 a.m. to 4 p.m. approximately.  
g.) "Flexible work week" shall mean any work week which only varies from  
the standard of 7 hours per day 5 days per week and which may satisfy  
the normally required hours over a period of two consecutive weeks  
(70 hours).

Jack Gegenberg ) That the motion be ammended to read: the standard  
Janice Doyle ) work week will be 32 hours per week.

DEFEATED.

The motion as originally persented was CARRIED.

2. Robert Gaytan ) That Article 28 Section 2 be ammended to read:  
Dale McAslan ) a.) The normal hours of work for all full-time  
employees shall be: 1) thirty-five (35) hours  
per week, or 2) seventy (70) hours per two (2)  
consecutive weeks, where the flexible work pertains.  
b.) The form of work week shall vary. The employees in each department or  
library division, under the guidelines of Article 28 parts (a), (c),  
(d), shall decide which form of work week they will work, and shall  
submit a schedule to the Department Head.  
c.) The four (4) basic forms of work week shall be: 1) Seven (7) hour  
day, five (5) days per week. 2) Eight and three-quarters (8-3/4)  
hour day, four (4) days per week. 3) Twelve (12) hour day, three (3)  
days per week. 4) Seven and three-quarters (7-3/4) hour day, 9 day  
fortnight.  
d.) Any modified version of the four basic forms above shall also be  
acceptable so long as it remains within the bounds of this agreement.  
(Article 28). CARRIED.

3. Robert Gaytan ) That Article 28 Section 3 be ammended to read:  
Dale McAslan ) a.) Employees shall be allowed to take one (1) con-  
tinuous period for meals of not more than one  
hour in any shift. The time and duration of  
the meal period shall be the employee's decision at all times provided  
that suitable arrangements are made to keep the offices and libraries  
open during regular University working hours.

In the instance that a meal period or a single continuous meal  
period is inconvenient or undesirable to the employee, other arrange-  
ments may be made by mutual agreement between the employee and the  
immediate supervisor. The employee shall suffer no restrictions,  
abridgements or interference with this right except by mutual agree-  
ment between the employee and the immediate supervisor or the Depart-  
ment Head.

- b.) Employees shall be entitled to two (2) paid relief periods of fifteen  
(15) minutes each, one normally to be taken during the first half of  
any shift, and the other normally during the second half of any shift.  
Other arrangements may be made by mutual agreement between the employee  
and the immediate supervisor.



Jack Gegenberg ) That the motion be ammended to include a 1/2 hour paid lunch period, the employee being entitled to up to a one hour luch period, 1/2 hour of which would be paid by the employer.  
The motion failed for lack of a seconder.

The motion as originally persented was CARRIED.

4. Robert Gaytan ) That Article 28 Section 5(a) be ammended to read:  
Dale McAslan ) Day Shift shall be defined as those shifts where more than 1/2 of the scheduled hours fall between 8:00 a.m. and 4:00 p.m.  
Evening Shifts shall be defined as those shifts where more than one-half of the scheduled hours fall between 4:00 p.m. and 12:00 midnight.  
Night Shifts shall be defined as those shifts where more than one-half of the scheduled hours fall between 12:00 midnight and 8:00 a.m. CARRIED.
5. Robert Gaytan ) That Article 28 Section 5(b) be ammended to read:  
Dale McAslan ) Employees working on a shift basis shall receive a pay differential of one dollar on the hourly rate for each hour worked on evening and night shifts.  
CARRIED.
6. Robert Gaytan ) That Article 28 Section 5(c) be ammended to read:  
Dale McAslan ) 1) Shifts schedules may be prepared by the shift workers and submitted to the immediate supervisor or Department Head three weeks in advance for approval, and posted no less than two (2) weeks in advance.  
2) Each employee working on a shift basis shall be entitled to three week-ends off in every four weekends. This may vary upon mutual consent of the employee and the supervisor concerned.  
3) There will be a minimum of twelve consecutive hours off duty between the completion of one work shift and the beginning of the next. This may vary upon the mutual consent of the employee and the supervisor concerned.  
4) All shifts shall be rotated on an equal basis, insofar as possible, amongst the employees who are involved in the shift work.  
Employees may, voluntarily, work on a specific shift. Such an arrangement may be made with the mutual consent of the immediate supervisor and those employees involved in the shift work.  
5) If an employee is given less than one (1) week's notice of a shift change before the shift change commences, the employee will receive overtime rates as outlined in Article 29 for any hours worked on the changed shift. Shift change shall include any change in hours of work, including changes within any shift category (e.g. a change from 2:00 p.m. - 10:00 p.m. to 3:00 p.m. - 11:00 p.m. shall constitute a shift change.)  
The employee shall choose whether to take the pay or time off in lieu of pay. The time at which the time off is taken is to be determined by mutual agreement between the immediate supervisor and the individual employee.  
CARRIED.
7. Robert Gaytan ) That Article 28 Section 5(d) be ammended to read:  
Vicki Meynert ) Employees working on a shift basis will be paid overtime according to Article 29, except where such overtime occurs on an Evening or Night Shift, in which case the hourly rate will also include the proper shift differential for that shift and overtime.  
CARRIED.
8. Robert Gaytan ) That Article 29 Section 1 be ammended to read:  
Mary Woodsworth ) a) Overtime for continuing full-time employees and for temporary and sessional employees who work on a full-time basis is that time worked in excess of each employee's regular work day (i.e., for an employee working a seven (7) hour day anything in excess of that is considered overtime; for an employee working a regular eight and three-quarters (8-3/4) hour day anything in excess of that is considered overtime; etc.), or in excess of thirty-five (35) hours per work week (seven (7) hour day, etc.), or in excess of seventy (70) hours per two working weeks (flexible work week).  
b) Overtime for continuing part-time employees and for temporary and sessional employees who work on a part-time basis is that time worked in



excess of the normal working hours of seven (7) hours per day. CARRIED.

- 9. Robert Gaytan ) That Article 29 Section 2 be ammended to read:
- Vicki Meynert ) Compensation for overtime shall be paid at two (2) times the employee's regular hourly rate for hours worked to the next half-hour.

Compensation for overtime worked on a weekend shall be paid at triple an employee's hourly rate, except where such overtime runs contiguous with an employee's regularly scheduled weekend hours, in which case the overtime premium shall be paid at two times the employee's regular hourly rate, including the appropriate shift differential. CARRIED.

- 10. Robert Gaytan ) That Article 29 Section 3 be ammended to read:
- Jack Gegenberg ) Where an employee works more than her/his regular work day on a statutory holiday or a day granted in lieu thereof, that employee shall be paid according to Article 26, Section 4 for the regular work day, and double that rate thereafter. CARRIED.

- 11. Robert Gaytan ) That Article 29 Section 4 be ammended to read:
- Jack Gegenberg ) Employees who work overtime may request time off in lieu of overtime pay. An employee who is to receive compensating time off shall be given compensating time off equivalent to the number of hours for which she/he would have been paid for the overtime so worked. Time off will be taken at a time mutually agreeable to the employee and the Department Head. Should the employee so request, accumulated time off shall be reconvertible, at any time, into the correct overtime pay. CARRIED.

- 12. Robert Gaytan ) That Article 29 Section 8 be ammended to read:
- Ruby Toren ) Employees shall be allowed to make up time missed from work which would otherwise be deducted from their pay. Such time may be worked in excess of the regular work day or regular work week and shall not be computed as overtime. No employee shall be denied the opportunity to make up time missed from the job, provided the employee was within the bounds of this agreement in missing work. CARRIED.

The meeting was adjourned at 6:30 p.m.