

Minutes of the Special Membership Meeting  
May 1, 1974

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The meeting was called to order at 5:15 by Jean Rands.

It was moved by Lorraine Langille and seconded by Ella Marden to " discuss seniority before benefits." The motion carried.

It was moved by Sandy Lundy and seconded by Lorraine Langille that "nominations for the position of Vice-President be closed on May 7, '74." The motion carried.

The minutes of the April 25 Special membership meeting were read and moved for adoption by Dick Martin seconded by Dianne Weinrib. The motion carried.

It was moved by Peggy Smith and seconded by Marcel Dionne that "In case of equal qualifications in promotions, the employee with more seniority shall get the job."

It was moved by Kieth Conroy and seconded by Marcel Dionne that the motion be amended such that the employee "be given first consideration for the job."

It was moved by Sandy Lundy and seconded by Emerald Murphy that the motion be amended to apply to "within each department school or faculty."

Both amendments and the original motion were defeated.

It was moved by Sandy Lundy and seconded by Emerald Murphy that "the question of seniority in regard to promotions be a matter for discussion between the University and the union's Job Evaluation Committee which is proposed and the job description proposal."

It was moved by Jennifer Clemmons and seconded by Lorraine Langille that " the previous motion be dealt with the proposal on reclassification." The motion was carried.

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It was moved by Sandy Lundy and seconded by Ian McKenzie "to extend the meeting until the agenda is done." The motion was defeated.

It was moved by Kay Lockhart and seconded by Eva Dolan that "Sick leave with pay should be increased from 1 day per month to 1 1/2 days with no limit to the number of sick days accumulated. No employee should lose their job or their seniority because of illness.

Part-time employees should receive sick leave on a proportionate rated basis.

All employees should accumulate sick leave, and be eligible for sick leave from the date of hiring.

To protect those employees whose sick leave has been exhausted and are not covered by Unemployment Insurance Benefits or other Health Insurance Benefits, the Contract Committee recommends that the union set up and administer a sick leave bank. In order to set up such a bank each employee who is able should donate 1 sick day to the sick leave bank. To help maintain the level of the bank, on termination, each employee shall leave her/his accumulated sick leave to the sick leave bank."

It was moved by Rayleen Nash and seconded by Sandy Lundy that "paragraph 4 dealing with the sick bank be referred to a later meeting." The motion carried.

Paragraphs one, two and three of the original motion were all respectively carried.

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It was moved by Kay Lockhart and seconded by Dianne Weinrib that " No employee should lose her job or seniority in case of pregnancy. She should collect the benefits of the Maternities Provision of the Unemployment Act plus the difference of these benefits and her monthly salary from the Univeersity. Upon application, the employee should also receive extended leave without pay up to six months."

It was moved by Rayleen Nash and seconded by Jennifer Clemmons that the motion be amended to include " that the difference between Unemployment Insurance and maternity benefits and the employee's regular monthly salary shall be paid upon the employee's return to work."

It was moved by Eva Dolan and seconded by Keith Conroy that the motion be amended to include the provision "that an employee who returns to work upon expiry of U.I.C. m maternity benefits shall return to her original job. An employee who is granted extended leave may be assigned a different job at the same level as her original job."

It was moved by Jennifer Clemmons and seconded by Eva Dolan that the motion be amended to include the following provision "that the maternity leave provions in the contract should apply to permanent employees only."

The three amendments were carried and the motion as amended was carried.

It was moved by Kay Lockhart and seconded by Keith Conroy that" an employee should be granted two weeks with full pay for paternity leave and an additional two weeks without pay, if requested."

It was moved by Keith Conroy and seconded by Kay Lockhart that paternity leave should apply

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It was moved by Keith Conroy and seconded by Sandy Lundy that the motion be amended to apply "from the time of confinement"

The amendment carried and the motion as amended carried.

It was moved by Kay Lockhart and seconded by Peggy Smith that " In case of death in the immediate family, an employee should receive three days of absence with full pay. One-half day with pay should be granted for funeral leave."

It was moved by Keith Conroy and seconded by Ian McKenzie that the motion be amended to " five days of absence with full pay."

The amendment was defeated and the original motion was carried.

The meeting was adjourned at 7 o'clock.

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Name	Union	Division
Janice Doyle	✓	4
Bonnie Schoenberger	✓	4
Sharon Dyke	✓	4
ANN HOCKEY	✓	2
Sharon Newman	✓	2.
Rosalyn Clark	✓	4
Marcia Harris	✓	4
Joseph Rees	✓	1
L. Kalst	✓	1
Norma Mackinnon	✓	1
L. Kalvin	✓	2
Kathleen Guthrie		
Pat D Beach	✓	1
Maureen Campbell	✓	2
V. Mays	✓	1
Richard M Monte	✓	10
Catherine J Andersen	✓	3
Irene Sawicki	✓	H
Laurie Olson	✓	1
Lorraine Langille	✓	1
Iva Olson	✓	2
Giselle Weirich	✓	6
Yvonne Mitchell	✓	7
Hannela Malin - Osapnel	✓	5

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# Special Membership Meeting May 1/74

Name	Union	Division
Peggy Smith	✓	#4
Kevin Groce	✓	#9
Keith Conroy	✓	5
Ms. Maahae	✓	1
Miko CHIBA	✓	
Andree Spencer	✓	7
Rosalie Demetriak	✓	7
Jillian McQuinnis	✓	2
Diane Lewis	✓	1
Peg Talbot	✓	7
Laylockhart	✓	7
Mary Spurr	✓	1
Ken Mackeyie	✓	8
Randy Bander	✓	2
Rayleen Nash	✓	7
Frances Medley	✓	1
Pat Lacey	✓	8
Ella Marsden	✓	1
Gwen Rowe	✓	1
Lynn Allen	✓	8
Janet Semrau	✓	
V. Ostermeier	✓	1
T.S. Koruace	✓	7
E. Brock	✓	Lib.

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Name	Union	Division
Jean Lounds.	AUCE	2
SUSAN ELLIOTT	✓	2
Emerald Myrland	✓	6.
Sandra Lounds	✓	2
Ann Hutchison	✓	10
M. Thistle	✓	5
Irene Abbott	✓	5
Laurie Coote.	✓	1
Judy Heenles	✓	III
Rosina B. Kent	✓	I
Judy Wright	✓	IV
<del>Delly Somerville</del>	✓	3
Jennifer Clemmons	✓	1
Marcy. Donald	✓	2
Lindy Richter	✓	
Ruby Toren	✓	4