

# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

January 5, 1979.

PLEASE BRING TO MEETING

## AGENDA

1. No Smoking
2. Adoption of Agenda
3. Introductory Report
4. Non-Monetary Contract Proposals
5. Wage Proposals - Across the Board vs. Percentage
6. Increment Proposals
7. Proposals from the Membership
  - The Contract Committee would appreciate it if proposals are presented in contract language or that the intent is made clear.

**SPECIAL  
MEMBERSHIP  
MEETING  
JAN. 11  
12:30 - 2:30 Pm  
I R C 2**



#### Approachs on Increment Policy

We are presenting the following three alternatives for discussion. It is hoped that the membership would adopt one (1) of them as the basis for our negotiations.

- a.) as is.
- b.) phase out Step 1 this year and one step each year after that until seniority steps are illiminated.
- c.) in addition to the above the employees shall receive \$10 per month for each five years of service completed after the fifth year.



NON-MONETARY PROPOSALS10.01 Union Meetings

The University agrees to allow twelve (12) two-hour lunch meetings (12:30 - 2:30 p.m.) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given.

13.08 Taxi Vouchers

Employees will normally be responsible for providing their own transportation to and from the University.

Whereas, employees may find difficulties in transportation at night, it is agreed that taxi vouchers will be provided, on the individual's request, to employees required to work after 11:00 p.m. or before 6:00 a.m..

22.03 Hiring Policy

- (a) The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees.
- (b) Where no candidate is clearly superior in overall ability and qualifications, seniority shall be the determining factor. Both parties agree that in all cases, job opportunity shall increase in proportion to length of service.

30.04 Daycare

- (a) as in present agreement.
- (b) Employees with daycare duties may request either to work a four (4) day week as in Article 28.02 (c) (ii), or to have up to five (5) hours off per week. Such time off would be made up by that employee concerned during that week and shall not be considered as overtime. The University shall make every effort to comply with such requests.

30.05 Medical and Dental Plan

- (a) The employer shall pay one hundred percent (100%) of the monthly contribution to the Medical and Dental Plan.
- (b) Upon appointment all continuing and sessional employees shall be eligible to participate in the Medical Plan as outlined in (a) above.
- (c) After three (3) months of employment all continuing and sessional employees shall be eligible to participate in the Dental Plan as outlined in (a) above, provided she/he works a maximum of seventeen and one-half (17 ½) hours per week.
- (d) After sixty-six (66) days of accumulated service temporary employees shall be eligible to participate in the Medical Plan as outlined in (a) above.

33.06 Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.



MONETARY PROPOSALS

## Wages

We are presenting the following three alternatives for discussion. It is hoped that the membership would adopt one (1) of them as the basis for our negotiations.

- a.) 10% or \$105  
- equal to the increase in the cost of living
- b.) 15% or \$159  
- increase in cost of living (10%) plus (5%) the difference between last year's increase and last year's cost of living.
- c.) 20% or \$211  
- increase in cost of living plus comparison with Capilano College Local 4's settlement for 1978. It also moves towards the concept of equal pay for work of equal value in relation to similiar male-type jobs on campus (i.e., junior technician, CUPE, etc.

## Across the Board vs. Percentage

The membership will be asked to decide on whether the wage proposal will take the form of an Across the Board or a Percentage increase.

## Increments

The Contract Committee would like to recommend that Article 36.02 Wage Rates - Increment Policy section (a) be changed to the following:

- (a) The service periods in the headings of the tables refer to service with the University.

If this approach is adopted articles 22.04 Promotion and 22.06 Reduction in Classification would read as follows:

## 22.04 Promotion

- (a) as is
- (b) Salary Adjustment: The employee's salary shall be adjusted to the appropriate seniority step in the new pay grade.

## 22.06 Reduction of Classification

- (a) as is
- (b) Salary Adjustment: The employee's salary shall be adjusted to the same seniority step of the lower pay grade.