

Association of University and College Employees

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

August 21, 1978.

RESPECTIVE POSITIONS AS OF AUGUST 21, 1978

The Union withdrew:

- 22.03 Hiring Policy
- 22.04 Promotion

The University withdrew:

- 13.09 Staff Rooms and Facilities
- 30.01 Leave of Absence

The following Union proposals were signed:

- 22.07 Temporary Promotion
- 27.03 Vacation Schedule for the 2nd Calendar Year

Union Proposals outstanding

9.01 Human Rights

The University and the Union agree that there will be no discrimination against an employee by reason of age, race, creed, colour, national origin, political or religious affiliation, sex or sexual orientation, marital status, medical handicap, or whether she/he has children, in particular, that there shall be no discrimination in terms of hiring, promotion, wages, discipline, or dismissal.

For the purpose of this clause 'medical handicap' shall mean a medical or physical condition which does not prohibit an employee from meeting basic job requirements.

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 the employee concerned during that work and shall not be considered as overtime. The University shall make every effort to comply with such request.*

30.07 Maternity Leave

(a) *In case of pregnancy, a continuing or sessional employee shall not lose seniority entitlements. She shall receive the benefits of the Maternities Provision of the Unemployment Insurance Act. Upon return to work, the employee shall be reinstated in her former position. Six (6) months following her return to work, the employee shall be paid the difference of the benefits received and the employee's monthly salary.*

(b) as in present agreement.

(c) *Both parties agree that the purpose of this clause is to provide incentive to the employee to return to work and to continue working at the University. It is understood that the University shall make only one such payment per Maternity Leave.*

33.06 Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports, *or part(s) thereof*, 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.

36.02 Wage Rates

- A one (1) year agreement from April 1, 1978 to March 31, 1979.
- A wage increase to all classifications on April 1, 1978 of \$13.00.
- A further increase to all classification on October 1, 1978 of \$80.00.
- Step increases to return to existing contract.

University Proposals outstanding

22.06 Demotion

(b) Salary Adjustment

If the downward position movement is involuntary on the part of the employee except as provided for in Article 22.08, ~~or~~ by virtue of discipline for cause and the employee's salary is above the maximum pay grade to which she/he moves, it will be adjusted to the maximum. If the employee's salary is at or below the maximum of the new pay grade, it will be adjusted to the next step in the new pay grade which is less than her/his previous salary.

{ If the downward position movement is voluntary, the employee will remain at their present Step while moving down in classification.

30.07 Maternity Leave

- (a) In case of pregnancy, continuing or sessional employee shall not lose seniority entitlements. She shall receive the benefits of the Maternities Provision of the Unemployment Insurance Act. Upon return to work, the employee shall be reinstated in her former position. Six (6) months following her return to work, the employee shall be paid the difference of the benefits received and the employee's monthly salary. It is understood that the University shall make only one such payment per Maternity Leave.

- (b) as in present agreement

or revert to present wording in the agreement

36.02 Wage Rates

- A one (1) year agreement from April 1, 1978 to March 31, 1979.
- A wage increase to all classifications on April 1, 1978 of \$13.00.
- A further increase to all classification on October 1, 1978 of \$35.00.

I.R.C. #2 HAS BEEN BOOKED FOR A SPECIAL MEMBERSHIP MEETING, TUESDAY EVENING, AUGUST 29, 1978, 5:00 - 7:00 P.M. TO RATIFY A POSSIBLE AGREEMENT OR TO DETERMINE A FUTURE COURSE OF ACTION.