

4. ARTICLE 30.01 - Leave of Absence Without Pay

(a) An employee may apply for and receive a leave of absence without pay for personal reasons for up to three (3) months duration. Leave for longer than three (3) months shall only be considered under exceptional circumstances.

(b) Permission shall be obtained in writing from the Department Head. The request shall contain the date leave is to commence and terminate. If leave is for longer than one (1) month, the employee shall notify the University, in writing, not less than one (1) month prior to date of return whether or not she/he is returning to the University at the end of the leave. Failure to do so will constitute resignation.

(c) Every effort shall be made by the University to comply with an employee's request for such leave. Refusals for such leave must be given in writing to the employee with reasons for refusal stated.

(d) Extensions to leaves of absence will not be granted except in cases of illness. A doctor's certificate must accompany such request for extension.

(e) Upon return to work the employee shall be placed in her/his former position provided the leave has not exceeded one (1) year. If leave has exceeded one (1) year, the employee shall be transferred to a coincidentally vacant position. If no vacancy exists, she/he shall be placed on the recall list.

(f) During leave of absence without pay, employees shall accrue seniority for up to one (1) month. The University agrees to maintain employees on the Medical and Dental Plan during a leave of absence without pay for up to one (1) month, subject to Article 30.05 (a).

want to know when they're coming back

no change

some with union leave - if no job on recall or

5. ARTICLE 31.04 - Reclassification Procedure - (c)

The employee shall be notified by letter, within eight (8) weeks of date Employee Relations receives the completed reclassification form referred to in (b) (i) above, of the decision regarding the request. If the reclassification is not recommended, a letter shall contain the reasons for not recommending the reclassification, a copy of which shall be forwarded to the Union.

(d) and (e) remain unchanged.

6. ARTICLE 31.05 - Wage Increase Awarded Through Reclassification

(a) To remain unchanged.

(b) Update to read ... except where date of hire is prior to July 1, 1979, in which case, pay rate adjustment shall be retroactive to July 1, 1979.

7. ARTICLE 34.06 - Recall Procedure - (i)

Employees recalled to a position other than that which they held prior to layoff shall be on an orientation period of three (3) months. If the employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to the recall list.

8. ARTICLE 34.06 - Recall Procedure - (1) NEW

Part-time, full-time or sessional employees who have been laid-off may, in addition to being listed on the part-time, full-time or sessional recall lists respectively, submit their names in writing to:

The Administrative Clerk in Charge of Recall
Employee Relations Department

to be considered for employment on an irregular, hourly basis.

A copy of each request shall be sent to the Union office within five (5) working days of receipt of such request.

Article 34.07 (a) - Notice - shall not apply to employees working under this section (34.06 (1)) due to the short duration of each job.

9. ARTICLE 37.01 - Duration of Agreement

The University is proposing a three year agreement.

ARTICLE 37 - DURATION OF THE CONTRACT

37.01

This Agreement shall be in force effective from April 1, 1980 until March 31, 1982.

Either party to this Agreement may, not more than three (3) months, and not less than ~~(1)~~⁽²⁾ month prior to March 31, 1982, present to the other party, in writing, proposed terms of a new, or further agreement and/or amendments to this agreement.

Failing agreement by March 31, 1982 this agreement will continue in force until:

- (a) commencement of a strike by the Union or a lockout by the University, as defined in the Labour Code of British Columbia, or
- (b) a new agreement is reached.

IN WITNESS WHEREOF, the University and the Union have executed this Agreement in duplicate by their respective officers, hereunto duly authorized this 2 day of June, 1980.

ON BEHALF OF THE UNIVERSITY OF BRITISH COLUMBIA

Jane Studnick
Margaret A. King
Robert King
W. Reid

ON BEHALF OF ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES, LOCAL 1

Nancy Wip
Ann Hutchison
C. Kelly Mooney
Wendy Rice
Judy Blain
Marcel Dickson
Suzanne Pagan

MEMORANDUM OF PROPOSED CHANGED TO BE INCLUDED IN AND
FORM PART OF

A NEW COLLECTIVE AGREEMENT
(All other articles remain as in 1979 - 1980 agreement)

BETWEEN:

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES,
LOCAL 1 (UBC)

AND

THE UNIVERSITY OF BRITISH COLUMBIA

Article 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.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA:

Jane Sturdivant

FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #1 (U.B.C.):

Barry Wilgus

DATED this 27 day of March. A.D. 1980

Article 31.04 - Reclassification

(a) - (b) as is

(c) The employee shall be notified by letter, within eight (8) weeks of the date Employee Relations receives the employee's completed re-classification form referred to in (b) (i) above, of the decision regarding the request. If the reclassification is not recommended, the letter shall contain the reasons for not recommending the reclassification. A copy of the aforementioned letter shall be forwarded to the Union.

(d) - (e) as is

FOR THE UNIVERSITY OF
BRITISH COLUMBIA

Jane Sturdivant

DATED this 1st day of April A.D. 1980

FOR THE ASSOCIATION OF UNIVERSITY
AND COLLEGE EMPLOYEES LOCAL #1
(U.B.C.)

[Signature]

ARTICLE 30.01 - LEAVE OF ABSENCE

Present wording except:

Change (c) to read:

"Upon return to work the employee shall be placed in her/his former position provided the leave has not exceeded one (1) year. If leave has exceeded one (1) year, the employee shall be placed in a coincidentally vacant position of his/her choice. If no vacancy exists she/he shall be placed on the recall list."

Jane Strudwick

Nancy Wiggins

Dated this 15th day of April, A.P. 1980.

Article 22.08 - Orientation Period for Transfer and Promotion

When promoted or transferred, the employee shall be on an orientation period for three (3) months. If an employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to a vacant position of her/his choice in her/his former salary range. If such a position is not available, she/he shall be returned to her/his former position.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA

FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #1 (U.B.C.)

Jane Strudwick

[Signature]

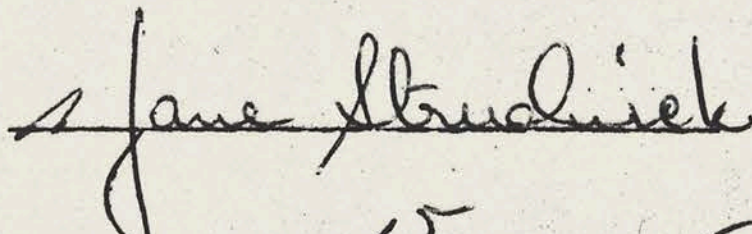
DATED this 1st day of April A.D. 1980

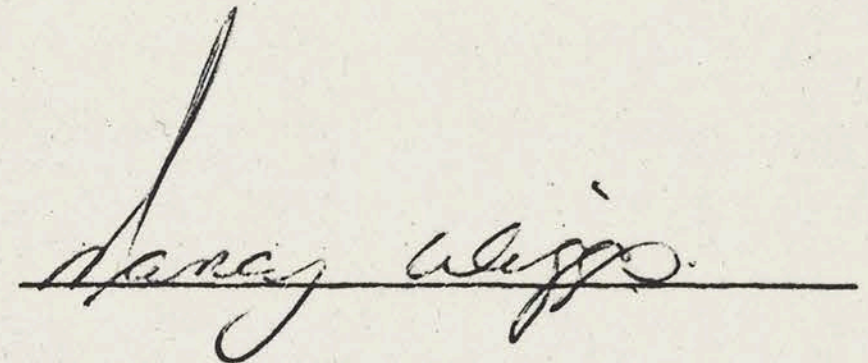
Article 19.05 - Retraining

- (a) Employees who have become redundant, displaced (as described in Article 19.02), or who have received notice of layoff due to technological change, shall be eligible for retraining to equip them for the operation of such new equipment and procedures. Such retraining shall occur during working hours at the University's expense.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA

FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #I (U.B.C.)





DATED This 15 day of April . A.D. 1980

Article 19.04 Notice of Intent

Before such changes (as outlined in Article 19.02) can come into effect, the University shall provide the Union and the employee(s) affected with at least three (3) months notice of intent to introduce automation, equipment or procedures which might result in displacement of or a reduction in employees, or in changes in employees' job classification.

Such notice of intent will include details pertinent to such changes.

After expiry of the three (3) months notice period, the University shall implement the proposed changes. If at the end of three (3) months these changes have not been implemented, the University shall submit to the Union and the employee(s) affected, a progress report on the status of such changes, with further update reports at three (3) month intervals.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA:

Jane Strudwick

FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #1 (U.B.C.):

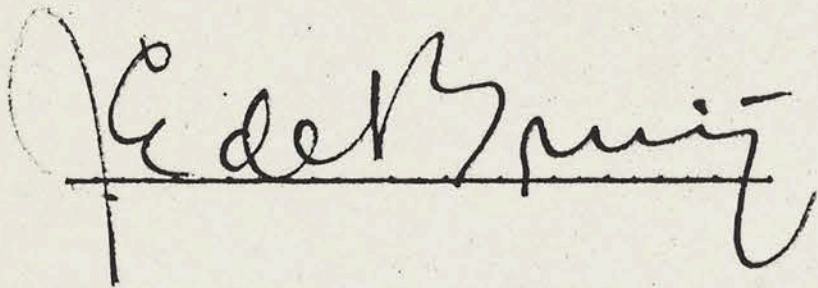
Dancy Wigg

DATED this 29 day of March, A.D. 1980.

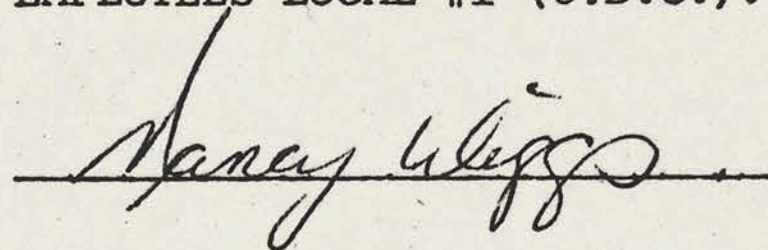
17.01 PICKET LINES

- (a) as is
- (b) The Union Executive shall inform the University, in writing, as soon as possible that they regard the picket line which has been set up as a bona fide picket line.
- (c) as is

FOR THE UNIVERSITY OF
BRITISH COLUMBIA:



FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #1 (U.B.C.):



DATED this *13th* day of *February*, A.D. 1980.

Article 3.02 - Continuing Employee

Add.

Part-time employees who work regularly scheduled hours may elect to be paid by the month.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA

Jane Strudwick

FOR THE ASSOCIATION OF UNIVERSITY
AND COLLEGE EMPLOYEES LOCAL #1
(U.B.C.):

Nancy Wiggs

DATED this 27th day of March A.D. 1980

Article 34.06 (1) - Recall Procedure

Part-time, full-time or sessional employees who have been laid-off may, in addition to being listed on the part-time, full-time or sessional recall lists respectively, submit their names in writing to:

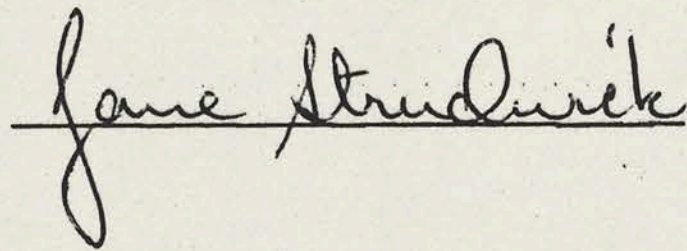
Employee Relations Department

for work on an irregular basis.

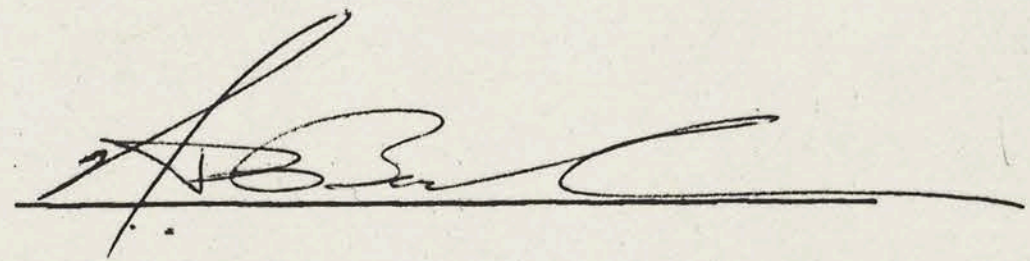
A copy of each request shall be sent to the Union office within five (5) working days of receipt of such request.

Article 34.07 (a) - Notice shall not apply to employees working under section (34.06 (1)) due to the short duration of each job.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA



FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #I (U.B.C.)



DATED this 6th day of April A.D. 1980

Article 34.06 (i) - Recall Procedure

Employees recalled to a position other than that which they held prior to layoff shall be on an orientation period of three (3) months. If the employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to the recall list.

FOR THE UNIVERSITY OF
BRITISH COLUMBIA

Jane Sturdivant

FOR THE ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES LOCAL #1 (U.B.C.):

Nancy Wigg

DATED this 27 day of March, A.D. 1980.