

RECEIVED

OMMLRA ATTACK ON WORKERS

SEP 15 1986

UNIVERSITY EMPLOYEES'  
STRIKE BREAKERS (U.P.E.)

1. Workers will be forced to work with and beside STRIKE BREAKERS
2. Deny Workers the right to a copy of the Collective Agreement.
3. Deny Workers their right to have Union Representation to investigate their grievances prior to meeting with the Employer.
4. Place Stringent time limits on the Union in the Grievance Steps, with loose or no time limits on the Employer.
5. Telling the Union how to write its' own grievances..
6. New Workers will be required to work 4½ months before being entitled to Seniority.
7. All Workers will not accumulate Seniority when on Leave of Absence for Union Business or any other unpaid Leave of Absence. Meaning Workers who are involved with the Union and are required to take time off for Union Business will lose Seniority because of this time off.
8. FIRE all Workers who are off work because of Sickness, Accident or on Leave of Absence approved by the Employer, after one year.
9. Deny Workers the right to a Promotion because they are not, in the employers opinion, FIT to do the job.
10. Deny Workers a TRIAL period when promoted to a new job.
11. Deny Outside Workers, who have worked longer than 6 months, the right to Labourer II rate, should they be forced to bump down to Labourer due to layoff.
12. Reduce Layoff notice to 2 days and in some cases NO notification will have to be given.
13. Deny Workers the right to Bump if their decision to Bump is not requested within one (1) day of notification of layoff.
14. Arbitrarily change the Shifts of Outside Workers, without mutual agreement, to any shift beginning and ending within the hours of 4:00 a.m. and 6:00 p.m.
15. Arbitrarily change the Shifts of Office Workers, without mutual agreement, to any shift beginning and ending within the hours of 4:00 a.m. and 6:00 p.m.
16. Deny Workers the right to leave their work site for their Rest Periods.
17. Double Time for working Overtime will not be paid until Workers have worked a minimum of four (4) hours of overtime.
18. Double Time will not be paid to Workers required to begin work prior to their normal starting time.

19. Deny Workers the right to four (4) hours minimum pay when starting work but not completing the shift. Changing this to three (3) hours.
20. Deny Workers shift premium for all hours worked between the hours of 4:00 a.m. and 6:00 p.m. and only paying shift premium for hours worked between 6:00 p.m. and 4:00 a.m.
21. Denying Workers pay for Statutory Holidays if they are on unpaid Leave of Absence or if they did not work on the day immediately prior to or immediately after the Statutory Holiday.
22. All Workers will not accumulate Seniority when on Annual Vacation if their Vacation is longer than 5 days. Meaning Workers who take four (4) weeks of Annual Vacation will lose three (3) weeks Seniority.
23. Workers who are off work due to Sickness, Accident (other than Worker's Compensation) etc., will not be Paid for the first three (3) days they are off work.
24. Workers on layoff will have to pay the full cost of Benefits they wish to continue while on layoff beginning from the first day of layoff. This is an additional cost to Workers of \$127.44, should they be laid-off for 2 months or longer.
25. New Workers will not be eligible to join the Benefit Plans until they have been working for 4½ months.
26. Workers involved with the Union will not be given Leave of Absence for Union business.
27. Workers who are paid more than the rate for their job, as listed in Schedule A, will no longer receive this more favourable rate.
28. Workers will not receive Dirty Work Premium.
29. Workers will be required to pay an additional cost of \$27.86 per month for Medical, Dental and Extended Health Benefits.
30. Workers will be denied Severance Pay.
31. Part-time Workers will not receive 10% pay in lieu of Benefits.
32. Workers who are Certified Tradesmen will have their wages cut by \$1.20 per hour if they are Outside Workers and by \$84.00 bi-weekly if they are Office Workers.
33. *Introduction of part-time employees.*