

Proposal to Settle the Dispute Existing Between U.B.C. and A.U.C.E., Local 1  
Over the Terms of an Agreement to Replace the 1979 - 1980 Collective Agreement

The University Negotiating Committee is prepared to unanimously recommend to its principals that in order to settle the current strike the following terms and conditions be accepted:

1. All items agreed to as of April 15, 1980 remain as agreed.

2. Article 21.01 - Tuition Waiver - shall read:

On completion of the probationary period, a continuing full-time employee, excluding sessional employees, shall be entitled to tuition waiver to take or audit to a maximum of six (6) units per year (12 months). (Non-credit courses) may be taken to the equivalent in fees over a year. To determine etc.... (rest unchanged).

3. Article 7.02 - Union Leave - Full Time Leave of Absence

As proposed by the Union on January 3, 1980.

4. The University undertakes to conduct a study into the feasibility of instituting a bi-weekly pay system.

5. Article 30.05 - Medical and Dental Plan

The University shall pay 100% of the Medical Services Association Extended Health Benefits as of the first of the month following the signing of this Agreement.

6. Article 31.06 - Wage Increase Awarded Through Misclassification

During the first year of the Agreement the date for retroactivity shall be July 1, 1979. During the second year of the Agreement the date shall read July 1, 1980.

7. Term of Agreement

Two years - April 1, 1980 to March 31, 1982.

8. Wages

A general increase of 10% effective April 1, 1980.

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
I	1032	1056	1079	1103	1126	1150
I Intermediate	1079	1103	1126	1150	1174	1197
II	1126	1150	1174	1197	1221	1244
II Intermediate	1174	1197	1221	1244	1267	1291
III	1244	1267	1291	1315	1339	1362
III Intermediate	1291	1315	1339	1362	1385	1409
IV	1362	1385	1409	1432	1459	1484
V	1459	1484	1510	1536	1562	1587
VI	1562	1587	1614	1640	1665	1692
VII	1665	1692	1717	1744	1769	1795

8. Wages (continued)

On April 1, 1981:

<u>Old</u> <u>Pay Grade</u>	<u>New</u> <u>Pay Grade</u>	<u>Step 1</u> <u>Start</u>	<u>Step 2</u> <u>1 year</u>	<u>Step 3</u> <u>2 years</u>	<u>Step 4</u> <u>3 years</u>	<u>Step 5</u> <u>4 years</u>	<u>Step 6</u> <u>5 years</u>
1	1	1125	1151	1176	1202	1227	1254
1 Int	2	1176	1202	1227	1254	1280	1305
2	3	1227	1254	1280	1305	1331	1356
2 Int	4	1280	1305	1331	1356	1381	1407
3	5	1356	1381	1407	1433	1460	1485
-	6	1396	1421	1447	1473	1500	1525
3 Int	7	1407	1433	1460	1485	1510	1536
4	8	1485	1510	1536	1561	1590	1618
-	9	1530	1555	1581	1616	1635	1663
5	10	1590	1618	1650	1674	1703	1730
-	11	1675	1703	1735	1759	1788	1815
6	12	1703	1730	1759	1788	1815	1844
-	13	1803	1830	1859	1888	1915	1944
7	14	1815	1844	1872	1901	1928	1957

- Pay Grade 6 - Secretary 3
- Pay Grade 7 - Includes Computer Operator Trainee
- Pay Grade 9 - Secretary 4
- Pay Grade 11 - Computer Operator
- Pay Grade 13 - Senior Computer Operator

Upon promotion or reclassification the increase in salary must be not less than twenty dollars (\$20.00).

EITHER this page (2) OR the next page (3) forms the second year of the offer.

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A.U.C.E., Local 1 Over the Terms of an Agreement to Replace  
the 1979 - 1980 Collective Agreement

8. Wages (continued)

On April 1, 1981 a general increase of 9.5% to be applied as follows: 9% Wages

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
I	1125	1151	1176	1202	1227	1254
I Intermediate	1176	1202	1227	1254	1280	1305
II	1227	1254	1280	1305	1331	1356
II Intermediate	1280	1305	1331	1356	1381	1407
III	1356	1381	1407	1433	1460	1485
III Intermediate	1407	1433	1460	1485	1510	1536
IV	1485	1510	1536	1561	1590	1618
V	1590	1618	1650	1674	1703	1730
VI	1703	1730	1759	1788	1815	1844
VII	1815	1844	1872	1901	1928	1957

LETTER OF UNDERSTANDING

Recognizing that there are areas of concern regarding the present classification and pay structures, the University and the Union shall form a committee to review job descriptions, classifications, and pay structures. The committee shall be composed of three (3) representatives from the University and three (3) representatives from the Union.

The committee shall present its recommendations for changes to the University and the Union. Upon acceptance by both the University and Union, such changes will be implemented on April 1, 1981.

It is understood that the total cost of such changes agreed to shall not exceed 0.5% of wages paid during the first year of this Agreement (1980-81).

LETTER OF UNDERSTANDING

On the first pay period following the signing of the new Collective Agreement, the University shall pay those employees who are on registers, a single payment of one hundred dollars (\$100) in addition to their regular salary.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association of  
University and College Employees, Local 1  
(U.B.C.)

\_\_\_\_\_  
Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.

LETTER OF UNDERSTANDING

The University agrees to initiate a committee which shall include representatives of support staff groups on this campus to investigate a bi-weekly pay system.

The committee shall be formed no later than July 1, 1980 and shall make its recommendation by December 31, 1980.

If such a bi-weekly pay system is implemented, an addendum to this Collective Agreement shall be executed. Pay rates shall be translated as follows:

Hourly Rates - No Change  
Monthly Rate X 12 ÷ 26 = Bi-weekly Rates

All language in the collective agreement that pertains to this pay change shall be reviewed if and when such a change is implemented.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association  
of University and College Employees,  
Local 1 (U.B.C.)

\_\_\_\_\_  
Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.

LETTER OF UNDERSTANDING

It is agreed that a Joint Committee shall be established to study and review the present Group Life and Disability (which may include alternatives to sick leave), Medical and Dental, and Pension Plans.

The Committee shall be made up of equal representatives of the University and the Union.

The Committee shall make its recommendations by March 31, 1981.

It is agreed that those other parties to the above mentioned Plans who are not parties to this Agreement shall have representation on the Joint Committee.

If agreement is reached by the University and the Union on changes to the above mentioned Plans, such changes will be implemented as soon as possible and shall not be delayed until this Agreement expires and a new collective agreement is reached.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association of  
University and College Employees,  
Local 1 (U.B.C.)

\_\_\_\_\_  
Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.