



June 27, 1986

Libby Nason
Senior Labour Relations
Advisor
Personnel Services
Campus Mail

Dear Ms. Nason,

Re. Reclassification policy grievance

This is to inform you that we have decided not to proceed any further with this grievance at this time.

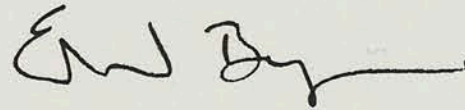
Thank you for your letter of June 4, 1986, informing us of the status of the reclassification cases which we brought to your attention. I have informed those members who have not yet had a response of the fact that they will be hearing from your department shortly.

I was not at the the May 14th Labour Committee/Grievance Committee meeting, but I understand from our notes that you have been unable to comply with the contract because of staff changes and shortages, and that this problem should be resolved by the end of the Summer. Although we are not overly sympathetic toward problems created by staff shortages in the wake of Ritchie and Associates, we are willing to take your word at this time that the problem is temporary. However, in future we expect that those of our members requesting reclassification will have a response within the time period specified in article 31.04 c) of our agreement. If not, we will file individual grievances on their behalf.

I realize that even if the response to a reclassification request is delayed, and the reclassification is granted, the difference in wages is retroactive. However, a delay in your response could cause an actual dollar loss in some cases. The expectation of reclassification may deter an employee from applying for promotions. If their reclassification does not go through, they may have then missed opportunities and delayed their advancement.

The requirement in our agreement that there be a question included in your questionnaire regarding the amount of retroactivity the employee feels entitled to was apparently not discussed at our grievance meeting. I discussed this with you on June 25, and you agreed that in future there would be a question on the questionnaire asking when new duties were assumed.

Yours truly,

A handwritten signature in black ink, appearing to read "Ted Byrne", with a long horizontal flourish extending to the right.

Ted Byrne
Union Representative