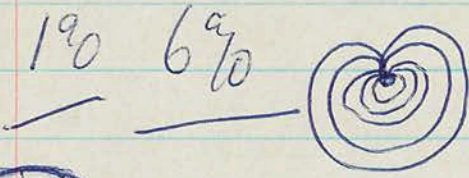
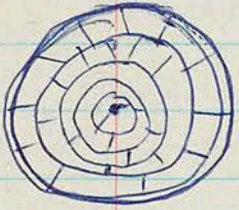


Local 4. Capriano College Contract

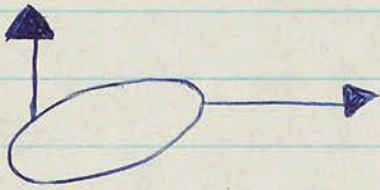


850-911



Recall -

Notification -



7 In sub-ing at higher rate of pay (ie. myself for 6 weeks) @ \$55 higher does LTD pay old rate or new rate @ 60%.

Patrice Pratt - evaluation of employees



Stu Berry - Prince George CNC.

Early 1976

4 $\frac{1}{2}$ % - 1976 Settlement

2% 1977

August 20 - 1977 \hookrightarrow 2 April 1976

David Thompson U. Centre

Govt. → Mgt. to Seltirk

NDU sold to gov't

to rid Faculty union - gov't passed a de-certification bill.

fac. dispersed -

McGeer + _____ politically immune
"gov't can't charge gov't."

Authority question.

Contracts - 3 weeks to certify!
3rd contract.

Grievance committee.

Reclass - all position - print grading system

* who initiated Stevenson Kellogg?

* problems - what problems. Or = \$ for work?

Flex time - core - 9³⁰ - 11
2 - 3³⁰

st. 7⁰⁰ - 6 max 10
min 5

2 hour lunch o.k.

2 who must complete 70 hours
time-sheets?

self-arranged!

average settlement \$3000,00

CUPE → LRB → LRB-AUCE

Flex hours - 2 week time sheet

lay-off - 50 laid-off
because U. closed

BCIT. Loc. 59 BCGEU.

* Retiring employees - recover lost sick-time

First settled for 10%

rolled back to 3.29 because of value of fringe benefits.

Joint Job Eval. Cttee.

Pay back - 12 = payments
chose 26 = payments over
12 months.

Are union members paid to sit on the joint cttee. - yes.

"BCIT act" to be repealed with Bill 82.

Maternity leave - SFU } ret. to wrk. & remain
- UBC } for 2 months & difference
is paid. to ♀. UIC is
contesting this.

4 pd union meetings per year -
justification?

also 1 each month.

mtg after someone's reg. wkg hours.

Salary classifications -

CUPE Research.

* Who chose Art Koobe to speak to
Anti Inf. Pgm?

Douglas College #62 BCC, EU.
evaluation procedures.

LTD. plan - unlimited plan.

1

malaspina CUPE 1858.

Northern Lights BCGEU Local 63.

30 support
60 faculty + library staff.

OKANAGAN COLLEGE

SFU.

Sun 30 Oct.

Reva Clavier.

organ. drive comp. with OTEU + CUPE.
OTEU ~~to~~ turned down.
CUPE fell away.

AUCE + OTEU both turned down at first.

Office Tech + Service employees + Lab employees.

Polys party - 72 people 14 unions.

One day strikes for - as Public Sector employees
- mainly for publicity
Mgt. "SFU highest paid U. workers in Canada."

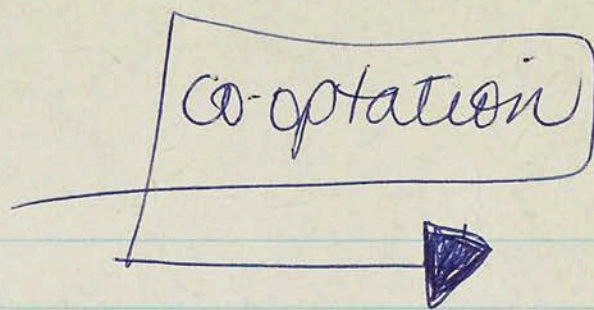
SFU settled through mediation the first time.
Strike vote:



Nancy Morrison - arbitrator

Stu Berry. Prince George. \$1 per hour
for negotiations; 302 hours for
Stu - felt he underestimated this no.
* were refused negotiation time
during working hours.

UBC.
Kid Strand



1200
9 divisions

committees - 9 on contract + Pres.
9 on grievance

9 - 2 hour / lunch hour mtgs
during year.

democracy — !!!!!

roll-back of 454 across board / each person
forced to pay back A/B over 18 mos

March ~~to~~ 31st. 1978.

Based rate 819⁰⁰

* Lay off v recall tighter

mediator died mid-way into
grievance procedures.
Issue must be re-tried.

Why did they take 9 years to decide
she was

Dec. 1975 - 8 days ^{out} - good contract
strike was "flub"

700 people to picket / 24 h.p. day.

2000 union workers out as a
result.

Whole campus out was bad.
decided to hurt admin. of campus
by rotating registrar's office
library

BC Fed idea for first strike which AUCE #1
rejected. never had 2 do this again
as good press ∴ embarrassed UBC
resulted in gd. study sessions

specific areas - Regis. office, payroll, library
specific dates

no. of grievances.

\$ cost.

how pay.

heavy arbitration costs

\$ 4.50 per month dues.

charge Morley Fox. 2.50

1500.00

plus hotel food
transport.

why AUCE a not CUPE.

Univ. Victoria

30 October 1977

Loc 917 outside
Loc. 951 clerical
450-4650 employees.

\$800 dues

720

\$1 goes to contingency

749

3 wks after 1st year.

Forced pension contribution
5% less CPP.

maternity Leave Catny Pike.

UBC contacted UIC that anything negot. was outside UIC juris.

Supp. UIC — "SUB PLAN" — allows employe
to negotiate mat. ben. only with
got most of their

UIC joint mtg.

Fraud - penalties \implies Mgt. first ptd this out.
UIC could not bring up 'fraud' because that would implicate
benefit rec'd = earnings defined under the act. ^{management}
section 172

exclusions specific
sub-plans excluded

- clause not illegal, but payment is \neq
overpayment nec. to be pd. back.

Manitoba - sick leave

SFU Act. 35.06 Mat. leave.

UBC " 30.07

Paul Saunders.

Work-study - M of Ed.

Financ. aid for students

- ① Stud demons. need by 1st applying for loan.
- ② if loan app accepted then stud. elig for W.S. Pgm.

M of Ed, SS. Branch. sends letters of agreement to all col & U.S. - loc inst.

only provide \$
local inst administers project.
guidelines wage

* get Cap's letter of agreement from Gov. + → Cap

① what \$ avail.

② " " must cover.

③ negot. of way proj. handled must be between local inst & local unit.

Loc. Inst tries - with the extra funding can pay at reduced rate.
max rate - \$5⁰⁰ M. of Ed.

Faculty dream up project for Dept of Labour.
min rate 450 hr. varies for yr. of student.
job = study related.

Laborex
Educ. any kind of wk. does not 1/2 2/3 related to studies.

Paul Saunders

WS Pgm no req for sig. from union - actually
no form.

Dept. of Labour on form itself union must sign O.K.

* if a pm is in dispute it will not be funded.

* Pilot project. started 2 B PP. for 3 yrs hence.

SFU. - if we don't get fm of who to do
jobs what jobs are
then

Malaspina —

union had to be happy with the pm.
Gov't said to ~~the~~ College - you must
agree w. union OR NO \$

UBC ^{ADCE} met w. admin of pm - Byron Hendr
head of awards office
if this works then would include
bargaining unit jobs in future.

CNC - not been consulted on W.S.Pgm.

Camosun rejected whole thing



400

100

240.

SFU.

LOC. 5 Prince George

* don't discriminate against anyone because they are taking courses.



Part-time & Temp. Workers.

July 76. LRB ruling P.T.T. were in
bargaining unit.

Dec. 1976 Union appealed

Bill 89.

45% in favour needed to conduct vote

must have 55% in order for unit to be certified - Williams scratched - this

- "typo. error"!

→ major attack on ϕ workers will prohibit organizing of ϕ workers.

Sections which allow emp. to alter working conditions. - An in fav. of employer. → many conds amended.

Former exclusions - Whenever an employee *primarily* (day 2 day) performed mgt. function

Now any mgt. functions even 5 mins which means an employee

ANALYSIS OF AMENDMENTS TO THE
LABOUR CODE (Bill 89) B.C. Fed.
Sept. 1977.

not one who is employed
confidentially,
not a teacher.

employed to exercise function of
personnel. mgt. functions.

Paul Weiler not going to run again for LRB
Chair

Sec. 2.(2)

c ... by any means out

Sec. 4

employr. req. 2 supply names + addresses - repealed.

employr. can opionate now if conduct of business at stake!

defn. of duties of LRB.
"policy" → guidelines

Rod Germaine, LRB chair?

Sec. 27.

precedents are not binding.
but lawyers still rely on jurisprudence!

Bill 82 Colleges Act

Colleges as Crown corporations.

defn. of prof. employee

- educational services!! anybody?!!!

pg. 11 prof. staff - minister has right to ~~not~~ designate exclusions.

pt. 5. Personnel Retns.

~~staff~~ staff @ inst.

sec. 34 - no inst. shall pro. ben. to excee in fiscal yr. to tot. value.

1(a) (b)

(2) inst must pay back \$

Stu Berry - to Hardwick. sec. 34 (1)

who will det. if is employees salary which will push \$ over limit

no college council can sign contract if its in conflict 2 the act.

Patrice

re Fraser Valley - will ~~put~~ pit members against each other.

34 (3) A term has no force & effect.

n.w. pt. of univ. trend of univ. able to dictate what can happen at the univ.

w. general education monies dictate kind of research amt. of wk. able to be done. educ. sabbatical leaves

34 allocated

college + univ. must decide what priorities exist.

De. cert. section:

basically affects instructional staff:

pg.

Colleges act takes pres. over labor etc. must apply for ~~to~~ cert. in 60 days or never.

pg. 9. powers of principal 27(1)
prim. can recommend appointment of instr. admin, staff.

① does this spec. cover Universities. no

What can we do now this is law?

~~File~~ CILC - silk.

Colleges + institutes legis. stée.

① lobbied gov't. - re financial + etc. implic
- no response.

② rec. all bargaining units get together

① ^{plan} to support the faculty.
hopefully drill these groups together
instead of dividing them.

seniority

see Section 45 collective agreements
can't negot. superann. plans. 44(2)

Bill 92 - Essential Services Legis.

B.C. Systems Corp!!!

section 3 ~~by~~ LGIC. - direct LRB 2 des. those fac.

employer can demote, punish... any employee

72 hr. ^{not} still
can
prolonged