

SPECIAL MEMBERSHIP MEETING SCHEDULED
FOR THURSDAY, AUGUST 21st
HENRY ANGUS, ROOM 104 - 5:00 - 7:00
RE: YOUR CONTRACT

The following articles will be voted on:

ARTICLE 13 -- General

8. Campus Mail: The Union will be permitted to use Campus Mail.
(This is the intention of the section; the wording may be changed.)

9. Taxi Vouchers:

Whereas (~~Woman~~) employees find transportation at night extremely difficult, it is agreed that the University will supply taxi vouchers to such employees required to work until 10:00 (or later) or before 6:00 am, on the individual's request to either the Department Head or the Personnel Office.

(Further information regarding this section will be presented at the meeting.)

ARTICLE 20 -- Job Training

The Union and the University agree that improved equipment, and changes in methods and procedures create changes in the job structure of the University's work force. The parties also recognize the need to provide employees with the opportunity for career development by enabling them to prepare for promotional advancement and/or to improve their skills to prepare them for foreseeable jobs.

The University and the Union shall establish a Standing Committee on Training and Skill Upgrading to meet in regular working time a minimum of once a month.

1. This standing Committee shall be established to plan training programs:
 - for those employees affected by technological change
 - to enable employees to qualify for new positions being planned through future University expansion or renovation
 - for those employees affected by new methods of operation.
2. Whenever necessary, this Committee will seek the assistance of external training resources such as the Department of Manpower or other recognized training institutions.
3. If a Department Head or supervisor requests that a member of his/her staff take a course of study in line with her/his duties, or if an employee requests permission to take a course of study in line with her/his duties, the University shall allow time off and pay for fees and costs incurred (including books).

ARTICLE 24 -- Working Conditions

The University agrees to maintain good working and health conditions in the employees' work areas. Problems which occur in the area of working and health conditions may be referred to the Working Conditions Committee.

1. Working Conditions Committee

The Working Conditions Committee shall be a standing Union committee, and shall consist of three (3) Union representatives. This Committee will meet as often as required with the University Safety Committee, at the request of either party.

2. Meetings

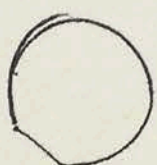
Joint meetings between the Union Working Conditions Committee and the University Safety Committee shall be held on University time with no loss of pay. The purpose of such joint meetings shall be to attempt resolution of problems which may occur in the area of working and health conditions.

3. Consultation

(a) Affected employees shall be consulted and in agreement regarding the purchase and/or rental of office equipment for their working unit.

(b) When renovations (which may affect the working areas(s) of any employee(s)) are planned for an existing building, employees from the working unit concerned shall be consulted and in agreement regarding such renovations.

(c)



ARTICLE 24 -- Section 3 continued

(c) The University agrees that the Union shall have fair representation on Building Design Committees.

The Working Conditions Committee will ~~work~~^{MEET} with the University ^{is representative} ~~(an employee)~~ until a mutually-acceptable mechanism for staff representation on Building Design Committees has been established. This mechanism shall be presented to the Union for approval; and if approved, this mechanism shall be written into the University Procedures Manual.

Until such time as a mutually-acceptable mechanism has been established, the members of the Working Conditions Committee shall be recognized as the Union representatives on ~~Building Design Committees~~^{b d c}, and shall sit on the "Users' Committee" for any new buildings.

4. Protective Clothing

The University shall provide, at no cost, protective apparel and equipment where such is required by the Workers' Compensation Board or where the Department of Health, or the University Safety Committee (independently or jointly with the Working Conditions Committee), has determined them necessary, for the personal safety of employees. The University shall provide, ^{MAINTAIN} at no cost, protective clothing in areas determined by the University or the joint Safety/Working Conditions Committee to present hazards to the personal clothing of employees.

5. Lighting

The University recognizes the harmful effects of excessive fluorescent lighting on the employees..

The University agrees to make arrangements to comply with employees' (an employee's) request to dim the lighting in the work area concerned.

The University also recognizes that the lack of natural light in offices is detrimental to the health of employees.

ARTICLE 37 -- Duration of the Contract

This Agreement shall be in force effective from October 1, 1975 until September 30, 1976.

Either party to this Agreement may, not more than three months, and not less than one month, prior to September 30, 1976 present to the other party, in writing, proposed terms of a new, or further agreement and/or amendments to this Agreement.

Failing agreement by September 30, 1976, this Agreement will continue in force until:

- 1) the Union serves strike notice - or
- 2) the University serves lock-out notice - or
- 3) a new Agreement is reached.

WAGES WILL ALSO BE DISCUSSED IN THE EVENT THAT FURTHER DISCUSSION IS NECESSARY...

(i.e., if it is decided at the August 14th meeting that further discussion should take place).