

Announcement of Benefit for AUCE Local 2, January 19.  
Michelle has tickets.

2. Marjorie Butt to adopt the agenda.  
Joan Cosar

CARRIED

3. Introductory Report - Ray Galbraith

Ray outlined the procedure for the meeting and explained the Committee's method of arriving at the Non-Monetary Proposals. Monetary proposals are being presented to the membership without a recommendation from the Contract Committee because the Committee was not unanimous in its support of the wage proposal. The wage proposal will be dealt with in a nonpreferential ballot. Ray pointed out that Bill C-46 Section 11 weakens our bargaining position because the University can have it invoked to prevent us from striking.

4. Non-Monetary Proposals - all moved and seconded by the Contract Committee that the wording of the following proposals be:

10.01 Union Meetings

The University agrees to allow twelve (12) two-hour lunch meetings (12:30 - 2:30p.m.) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given.

CARRIED

13.08 Taxi Vouchers

Employees will normally be responsible for providing their own transportation to and from the University.

Whereas, employees may find difficulties in transportation at night, it is agreed that taxi vouchers will be provided, on the individual's request, to employees required to work after 11:00 p.m. or before 6:00 a.m.

CARRIED

22.03 Hiring Policy

- (a) The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees.
- (b) Where no candidate is clearly superior in overall ability and qualifications, seniority shall be the determining factor. Both parties agree that in all cases, job opportunity shall increase in proportion to length of service.

CARRIED

30.04 Daycare

- (a) as in present agreement.
- (b) Employees with daycare duties may request either to work a four (4) day week as in Article 28.02 (c) (ii), or to have up to five (5) hours off per week. Such time off would be made up by that employee concerned during that week and shall not be considered as overtime. The University shall make every effort to comply with such requests.

CARRIED

30.05 Medical and Dental Plan

- (a) The employer shall pay one hundred percent (100%) of the monthly contribution to the Medical and Dental Plan.
- (b) Upon appointment all continuing and sessional employees shall be eligible to participate in the Medical Plan as outlined in (a) above.

(c) After three (3) months of employment all continuing and sessional employees shall be eligible to participate in the Dental Plan as outlined in (a) above, provided she/he works a maximum of seventeen and one-half (17 1/2) hours per week.

(d) After sixty-six (66) days of accumulated service temporary employees shall be eligible to participate in the Medical Plan as outlined in (a) above.

CARRIED

### 33.06 Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

CARRIED

### 5. Wage Proposals

Ballots to be marked for one choice only:

- a) 10% or \$105
- b) 15% or \$159
- c) 20% or \$211

Jeff Hoskins                    that the wage motion be amended to exclude (c).  
 Margie Wally

Amendment withdrawn.

Contract Committee agrees to incorporate an additional procedure such that fifty percent plus one be required for passage of any selection, on either one or two ballots.

Results of the ballot: a) 39  
 b) 148  
 c) 75  
 4 spoiled

263

Jeff Hoskins  
 Ian Mackenzie

that we deal with increments before voting on the  
 Type of Increase.

CARRIED

Contract  
 Committee

that 36.02 be changed to the following (Section a):  
 The service periods in the headings of the tables refer  
 to service with the University.

CARRIED

Articles 22.04 Promotion and 22.06 Salary Adjustment will be amended accordingly.

Approaches on Increment Policy

Ballots to be marked for one choice only:

- a) as is.
- b) phase out Step 1 this year and one step each year after than until seniority steps are eliminated.
- c) the employees shall receive \$10 per month for each five years of service completed after the fifth year.

Fifty per cent plus one is required for passage of any selection.

Neil Boucher that (c) be excluded as a choice and dealt with separately.  
Cathy Agnew

Results of vote: Option (a), as is, received a majority of votes.

Option (c): The employees shall receive \$10 per month for each five years of service completed after the fifth year. CARRIED

Neil Boucher that we postpone the Across-the-Board versus Percentage vote  
? until we have dealt with a motion from the floor on Shift Differential. DEFEATED

Type of Increase: Across-the-Board or Percentage

|   |            |
|---|------------|
| Results of the ballot: Across-the-Board | 87         |
| Percentage                              | <u>169</u> |
|   | 256        |

Shift Differential

Neil Boucher that the Shift Differential be 5% for afternoon shift and  
Nancy Wiggs 10% for night shift. CARRIED

Adjournment.

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There was no quorum for the January 18 membership meeting, so it did not happen. The Correspondence Report, Financial Statement and Minutes which should have been adopted at that meeting are printed in this Newsletter and will be dealt with at the February 15 meeting.