

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

J #1
A #1
B #1
C #1
N #1
R #1

CONTRACT PROPOSAL BALLOT

NOTE: Follow instructions carefully. Note that there are two separate sections with different voting instructions. A majority in favour of a proposal is necessary to pass it. In the preferential section, second and third choices will be counted when no proposal has a majority.

SECTION 1 -- YES OR NO

MARK YOUR BALLOT BY PLACING AN "X" IN THE APPROPRIATE BOX AT THE RIGHT

A	<u>STUDENT ASSISTANTS</u>	Change to provide equal pay for students doing higher level work.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	A
B	<u>RETIREMENT</u>	Eliminate the test of competence for employees over the age of 65.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	B
B	<u>RETIREMENT</u>	Eliminate the requirement for "mutual consent" for the extension of employment beyond age 65.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	C
C	<u>PROBATIONARY EMPLOYEE</u>	Add to the last sentence: "...and during such period, the probationary employee shall be provided adequate instruction and training and given maximum opportunity to demonstrate ability to perform the basic job requirements.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	D
J	<u>CONTRACTING OUT</u>	Add a clause ensuring that the Union will be informed and consulted in each instance of contracting out.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	E
J	<u>CONTRACTING OUT</u>	Eliminate lack of employees "who regularly perform such work or are skilled in such work" and emergency situations as reasons for contracting out being allowed.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	F
N	<u>FULL-TIME LEAVE OF ABSENCE</u>	Change to include leave for full-time positions in other Union bodies, such as AUCE provincial.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	G
N	<u>FULL-TIME LEAVE OF ABSENCE</u>	Change so that seniority continues to accumulate for leave of any duration.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	H
A	<u>HUMAN RIGHTS</u>	Change to include physical disability as a criterion that cannot be used to discriminate against an employee, except where such physical disability prohibits the employee from meeting the basic job requirements.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	I
J	<u>UNION MEETINGS</u>	Change to allow for 15 meetings per year during working hours.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	J
K	<u>PICKET LINES</u>	Remove the requirement for the Union to inform the University that each picket line is bona fide.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	K
R	<u>RETRAINING</u>	Change to allow retraining in the event that the only positions available are ones for which the employee lacks the qualifications and to allow the employee access to all pay grades to find new employment.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	L
J	<u>TUITION WAIVER</u>	Reword the clause to clarify, but retain same benefits as in present agreement.	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	M
R	<u>HIRING POLICY</u>	Change to include: "Applicants for posted vacancies shall be appointed on the following basis: Where more than one applicant meets the basic ability and qualifications requirements, the more senior of those applicants shall be awarded the position." <i>with the most seniority</i>	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>	N

19.05

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B	<u>TEMPORARY PROMOTION</u> Add a time limit of 3 months.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	A
C	<u>EMPLOYEE FILES</u> Add a definition of "accuracy" to the effect that a document shall be deemed inaccurate if it paints an incomplete picture of the employee.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	B
N	<u>STATUTORY HOLIDAYS</u> Add Easter Sunday as a recongnized statutory holiday.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	C
N	<u>UNIVERSITY HOLIDAYS</u> Add the period between Christmas and New Years Day (3 days) as University holidays.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	D
C	<u>VACATION SCHEDULE FOR SECOND CALENDAR YEAR</u> Delete this article and references to it.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	E
B	<u>RESIGNATION/PAYCHEQUES</u> Add that pay cheques, including any vacation pay due, be paid on the last working day.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	F
C	<u>HOURS OF WORK</u> Add the option of working extra hours beyond 7 hours per day on a regular basis, in return for time off.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	G
	<u>SHIFT WORK</u> Change to increase the shift differential to one dollar for all shifts other than day shift.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	H
R	<u>SHIFT WORK</u> Change to ensure that shift workers get at least a 48 hour weekend.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	I
	<u>SHIFT WORK</u> Change to include shift differential pay for work on weekends.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	J
A	<u>OVERTIME</u> Change Voluntary Overtime clause to the same as in the CUPE contract with UBC: "Overtime shall be on a voluntary basis except in emergencies. Insofar as possible, overtime will be divided equally among employees where they are qualified to perform the available work in their job classification, except in emergencies."	YES <input type="checkbox"/>	NO <input type="checkbox"/>	K
N	<u>COMPASSIONATE LEAVE</u> Increase the possible extension to 7 days and increase "immediate family" to include next of kin if other than those listed, any other person for whom the employee is executor and any other person for whom the employee is considered to have primary responsibility at the time of death.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	L
A	<u>PENSION PLAN</u> Change to a voluntary plan.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	M
R	<u>DAYCARE</u> Change so that employees are allowed either to work a 4 day week or have up to 5 hours off (and made up other days) to allow for daycare duty.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	N
B	<u>MEDICAL AND DENTAL PLANS</u> Increase employer's share to 100% of premiums and increase dental coverage to 80%.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	O

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SICK LEAVE

Replace with the "SFU Sick Leave Plan":

Less than 3 months seniority (including probation)--
1 week at 100% salary.

3 months but less than 1 year -- 4 weeks at 100%, 12 weeks
at 75%, then 10 weeks at 60% salary.

1 year but less than 5 years -- 12 weeks at 100%, then 4
weeks at 75%, then 10 weeks at 60% salary.

5 years or more -- 26 weeks at 100% of salary.

YES NO

A

MATERNITY LEAVE

Delete the Union's liability to pay for maternity benefits
of employees who quit within 6 months of return to work.

YES NO

B

MATERNITY LEAVE

Change so that benefit would be paid 6 months after return
to work.

YES NO

C

TEMPORARY EMPLOYEE BENEFITS

Change to include medical and dental appointments and
sick leave.

YES NO

D

DISCIPLINARY ACTION/EMPLOYEE FILES

Delete reference to types of documents.

YES NO

E

LAYOFF

Add that no employee with more than 5 years of seniority
can be laid off.

YES NO

F

INCREMENT POLICY

Change so that an employee who is promoted does not return
to a lower seniority step.

YES NO

G

INCREMENT POLICY

Add extended service pay of \$10.00 per month for every
five years of service after five.

YES NO

H

COST OF LIVING ALLOWANCE

Include a COLA clause geared to increases in the cost of
living.

YES NO

I

TESTING

Include that once someone becomes a continuing employee,
testing is redundant unless it is directly related to an-
other job they are applying for.

YES NO

J

N

C

J

A

B

J

J

R

A

PREFERENTIAL SECTION -- NOTE SPECIAL INSTRUCTIONS

SPECIAL INSTRUCTIONS -- Mark your preferences from one to three or four. Mark your first preference with a "1"; your second preference with a "2"; your third with a "3"; your fourth with a "4"; in the box to the right.

HOURS OF WORK

Change so that employees shall be allowed a minimum flexibility of working 9 days per two week period. Department approval shall not be withheld.

Change so that employees may set their own work hours within the "normal hours" of work, provided this does not interfere with the performance of duties.

No change from the present contract.

INCREMENT POLICY (Sample pay scales reflect the proposed change in increment policy, but do not include any other change in wages)

Increase the step increases to \$30.....

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
I	819	849	879	909	939	969
I Interm.	859	889	919	949	979	1009
II	899	929	959	989	1019	1049
II Interm.	939	969	999	1029	1059	1089
III	999	1029	1059	1089	1119	1149
III Interm.	1039	1069	1099	1129	1159	1189
IV	1099	1129	1159	1189	1219	1249
V	1181	1211	1241	1271	1301	1331
VI	1269	1299	1329	1359	1389	1419
VII	1357	1387	1417	1447	1477	1507

Steps: $\frac{1-2}{\$20}$ $\frac{2-3}{\$25}$ $\frac{3-4}{\$30}$ $\frac{4-5}{\$35}$ $\frac{5-6}{\$40}$

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
I	819	839	864	894	929	969
I Interm.	859	879	904	934	969	1009
II	899	919	944	974	1009	1049
II Interm.	939	959	984	1014	1049	1089
III	999	1019	1044	1074	1109	1149
III Interm.	1039	1059	1084	1114	1149	1189
IV	1099	1119	1144	1174	1209	1249
V	1181	1201	1226	1256	1291	1331
VI	1269	1289	1314	1344	1379	1419
VII	1357	1377	1402	1432	1467	1507

No change from the present Contract.....

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
I	819	839	859	879	899	919
I Interm.	859	879	899	919	939	959
II	899	919	939	959	979	999
II Interm.	939	959	979	999	1019	1039
III	999	1019	1039	1059	1079	1099
III Interm.	1039	1059	1079	1099	1119	1139
IV	1099	1119	1139	1159	1181	1203
V	1181	1203	1225	1247	1269	1291
VI	1269	1291	1313	1335	1357	1379
VII	1357	1379	1401	1423	1445	1467

Change so that no increment increases are paid.....

R

J

3

A

B

PerMISSION

1612
5987

~~_____~~
- know it's possible
- Data Processing
~~_____~~

PREFERENTIAL SECTION -- NOTE SPECIAL INSTRUCTIONS

SPECIAL INSTRUCTIONS -- Mark your preferences from one to three or four. Mark your first preference with a "1"; your second preference with a "2"; your third with a "3"; your fourth with a "4"; in the box to the right.

WAGES -- TYPE OF INCREASE

ACROSS-THE-BOARD INCREASE

PERCENTAGE INCREASE

INCREASE OF EQUAL ACROSS-THE-BOARD AND
PERCENTAGE PORTIONS (half and half)

WAGES -- AMOUNT OF INCREASE (bracketed figures are approximate)

J
MAXIMUM UNDER AIB GUIDELINES -- The AIB allowable increase is not so easy to determine as we at first thought. The best opinion we could get is:

for the year October 1, 1977 - September 30, 1978 --
6%. This may mean that we are allowed no further
increase for the period April 1 - September 30, 1978.
As the law stands now, after Sept. 30, 1978, no
guidelines will apply to us.

EQUAL TO THE INCREASE IN THE COST OF LIVING -- (9.5% or \$93)

PARITY WITH AUCE LOCAL 2 (SFU) -- (11%) or \$108 plus the amount of
their settlement April 1, 1978.

PARITY WITH CUPE TECHNICIANS (UBC) -- (26.8%) or \$262 plus the
amount of their settlement April 1, 1978.

If know anything ~~of~~
intock

Know the objects
to compulsorily
aspect of treatment
center - why
what alternative

Think that the
next step if there
possibility
extended alcoholics

as a woman we
want to be to
a position members
water woman
with about help
of the feet to program
that also if computer