

February 9, 1976

Mr. W L Clark
Assistant Director of Labour Relations
University of B.C.

RE: Misclassification Grievance of Ms Emerald Murphy

Dear Mr. Clark

Thank you for your letter of February 6th concerning Ms Murphy's misclassification grievance. The Grievance Committee has discussed your suggestion for a total re-examination of the position held by Ms Murphy with her, and the Union is prepared to agree to such re-examination provided the University agrees to meet the following conditions:

- 1) The University agrees (in writing) that such re-examination will be completed ~~on~~ or before March 15, 1976 and
- 2) any documents pertaining to and the results of such re-examination will be delivered, in writing, to the Union, with a copy to Ms Murphy on or before March 15, 1976; and
- 3) the University agrees that Ms Murphy shall have the right to be represented or accompanied by a steward or Union representative at any time throughout the procedure of such re-examination; and
- 4) the University agrees that such re-examination is outside the terms of the present Collective Agreement and therefore shall not prejudice any other grievance either in process or to be processed; and
- 5) the results of such re-examination shall conform generally with the provisions of the Collective Agreement and specifically, if the result of such re-examination is reclassification to the position of Programme Assistant, any difference in wages shall be retroactive to date of hire in that position; and
- 6) if the results of such re-examination are unsatisfactory to Ms Murphy and the Union, the matter will be referred to an arbitrator as a consequence of the provisions of the Adjustment of Complaints article; and

In addition we would remind the University that this re-examination will be the third time, within the past three years, that this position has been reviewed.

We look forward to your early reply.

Yours truly

Marcel Dionne
Chairperson of Grievance Committee
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