

Preparations for Contract Negotiations

In this fact sheet we will try to deal with money issues such as; wages, cost-of-living, overtime, shift differential and weekend differential.

Wages

It is difficult to compare wages because there is no way of knowing whether or not the job classifications are similar. For example, a clerk typist in the Hospital Employees Union may do quite different work from a clerk typist here. However we hope it will give you a general idea about the wages some union members earn.

Hospital Employees Union at Vancouver General Hospital  
Jan/74 lowest clerk \$663/mo. clerk typist \$702/mo.

Office and Technical Employees Union (OTEU) at UBC  
June/74 file clerk \$485/mo. clerk typist \$561/mo.

Vancouver Harbours Employees Association at National Harbours Board  
Jan/74 junior clerk \$683/mo. intermediate clerk \$738/mo.

Canadian Association of Industrial, Mechanical and Allied Workers (CAIMAW) at Freightliners Ltd.  
Jan/74 general clerk \$491/mo. accounting clerk \$696/mo.

OTEU at Empress Foods Ltd.  
July/74 junior clerk \$687/mo. general clerk \$853/mo.

Cost of Living

We have investigated two of the "cost of living" clauses which have recently been negotiated; one with the United Steel Workers of America and Hayes Trucking Ltd., and the other with the Hospital Employees Union and Vancouver General Hospital. Both use the Consumer Price Index to calculate percentage points and both have negotiated Adjustment Dates (United Steel - every 3 months; Hospital Employees - every 6 months).

The United Steel Workers "cost of living" clause goes like this - "Effective on each Adjustment Date, a Cost-of-living Adjustment equal to one cent per hour for each full .4 of a point change in the Consumer Price Index shall become payable for all hours paid before the next Adjustment Date." They also have provision in case the Consumer Price Index becomes unavailable in its present form or in case the Index goes down.

The Hospital Employees Union calculate a one point increase in the Consumer Price Index as a 1% wage increase only after the Index goes up 2% in the 6 month period.

In practical terms a worker making \$3.00 an hour (\$528/mo.) in a 6 month period where the index rose 4 points would make

United Steel Workers  $4 \times .4 = 10$   $10 \times 1 = 10¢/hr.$  more (\$17.60/mo.)

Hospital Employees Union  $1\% = 3¢$   $2\% = 6¢/hr.$  more (\$10.60/mo.)

An important question to ask yourself in considering a cost of living clause is whether you want your major wage increases to come through contract negotiations or through an economically regulated system.

in a day and a week and everything else is considered overtime. In some contracts such as Service, Office and Retail Workers Union of Canada (SORWUC) at Rush, Bolton and Clague and OTEU at BC Hydro have all overtime as double time. Other contracts such as Municipal and Regional Employees Union (MREU) at City of Vancouver, Vancouver Public Library Staff Association at the Vancouver Public Library and OTEU at UBC have 1½ time for the first four hours and double time after that. The Grain Growers Union at United Grain Growers Ltd. have 1½ time for the first two hours and double time after that.

Most contracts also have a minimum of overtime paid. The SORWUC contract allows that "overtime shall be paid in ½ hourly periods regardless of the time worked in any ½ hour period. The Grain Workers Union have a minimum time of 1 hour.

Some contracts also allow for a paid meal period on company time. For any overtime over 3 hours, the Vancouver Harbour Employees Association at the National Harbours Board have negotiated for the employees \$2.50 for a meal on company time. The Pulp and Paper Workers of Canada (PPWC) at MacMillan Bloedel Packaging Limited allow that - "When an employee works an additional four hours after completing his regular shift he shall be provided with a meal up to the value of \$3.00. The meal shall be eaten on Company time for a period not to exceed twenty minutes."

Vancouver Public Library Association, MREU and OTEU allow an employee to choose overtime pay or time off in lieu of pay for overtime. The time off is calculated at the same rate as overtime pay.

Most contracts provide that all time worked on statutory holidays shall be paid at double time plus regular salary.

Time worked on Saturdays and Sundays or regularly scheduled days off is paid at overtime rates. If overtime if only 1½ time then usually up until 12:00 on the first day is paid at 1½ time and all the rest is double time.

Most contracts have clauses to decide whether or not overtime is voluntary. If overtime is not voluntary than union usually try to get a limit as to the amount that has to be worked (i.e. 12 hours in any 24 hour period). There is also sometimes provision such that if you are ordered to work and there is no work you nevertheless receive pay (ie. 2 hours pay) for so reporting.

### Shift Differential

Shift Differential is usually an additional amount of money for working afternoon or night shifts. The Hospital Employees Union have a shift differential of 20¢/hr. Vancouver Harbour Employees Association pay afternoon shift \$.50 more per hour and night shift \$1.00 more per hour. OTEU at B.C. Hydro pay all workshifts other than day shift one additional hour of pay at straight time rates. Pulp and Paper Workers Union of Canada at MacMillan Bloedel Packaging Limited pay afternoon shift 18¢ more per hour and night shift 25¢ more per hour. The Longshoremen's Union pay afternoon shift on the basis of time and one half and night shift on the basis of double time.

### Weekend Differentials

Most contracts do not have Weekend Differentials. But that doesn't mean we can't!

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Consumer Price Index

The two cost-of-living clauses that were discussed in the previous fact sheet both used the Consumer Price Index. Changes in the Consumer Price Index over the last few years are as follows;

<u>Year</u>	<u>Canada Index</u>	<u>Canada % Increase</u>	<u>Vancouver % Increase</u>
1961	100.0	1.2%	-
1969	125.5	4.5%	3.4%
1970	129.7	3.3%	3.3%
1971	133.4	2.9%	3.3%
1972	139.8	4.8%	4.0%
1973	-	9.1%	-

Skill and Job Differentials

In the Longshoremen's Contract there is a basic wage rate. To this are added skill and job differentials. Examples of the Longshoremen's differentials are-

Skill Differentials (all rates are per hour)

Hatch Tender - 35¢	Lift Truck Operator - 25¢
Winch Drivers - 25¢	Bulldozer Operator - 30¢
Side Runner - 25¢	Specialty Man - Grain - 40¢

Commodity or Job Differentials

No. 1 Used Lumber - An employee who is actually engaged in the handling of used lumber, 25% or more of which contains nails or spikes, and such lumberies being utilized for grainlining or other construction work shall be paid the applicable commodity or job differential for each straight time or overtime hour worked - 10¢

No. 32 Lumber, Logs and Piles - from water when submerged or awash. Applicable to Boom Men and Sling Men only - 30¢

At UBC such a system could be set up. Everyone could have a certain base rate and added to this could be the skill and job differentials - i.e. -

Skill Differentials - typing, shorthand, bookkeeping, bilingualism, supervision, duplicating machines, etc.

Job Differentials - in the Longshoremen's contract are based on the work being dangerous or dirty, at UBC the differentials could be based on work that is boring or noisy - filing, dicta-typing in a typing pool, certain noise levels, etc.

Miscellaneous - Some Things to Think About

Vancouver Public Library Staff Association at Vancouver Public Library pay any employee two extra hours at straight time for working a split shift.

## Miscellaneous Con't

The Grain Workers Union have a clause saying, "employees will not be requested to work overtime on regular Union meeting nights, except in emergency situations."

CUPE at Queen's University has a Taxi Voucher Clause - "If an employee is called in to work between 11 p.m. and 7 a.m. or if normal hours of work or overtime hours end during this time, arrangements for taxi vouchers will be made by the Employer."

The Longshoremen's Union provide that, "An employee in a Regular Work Force working on the night shift who is ordered back for the day shift the following day, shall be released at 12:00 midnight (shift ends at 1:00), and paid for the balance of the shift provided he reports for work as ordered."

The Grain Workers Union have an interesting clause about working through the lunch break - "There shall be a recognized scheduled one hour lunch period. An employee who is required to work during his lunch period will be paid overtime at the rate of doubletime and shall not be sent home early to avoid the payment of overtime rates."

Call-Out - A provision in the OTEU contract at UBC whereby if you are called in to work at other than regular hours you must receive at least 4 hours pay at overtime rates.

CUPE at Queen's University - The employer agrees that a member of the Union Executive or the Steward shall be allowed up to one hour during working hours to meet and explain the function of the Union to all new employees during the first week of employment.

## Modified Work Week

At UBC the work week is 36½ hours and some of the employees in the Main Library are experimenting with the modified work week. There are 2 different schedules -

- 1) a 4 day week at 9½ hours per day  
work week is Monday to Thursday or Tuesday to Friday
- 2) a 4 day week one week and a 5 day week the next at 8 hours a day plus an additional 15 minutes each Thursday  
each second week Friday is a day off

## Flexible Work Week

Some UBC employees are on a flexible work week. In this system you can come and go when you like as long as you are in the office between 10 and 3 and you put in a 7½ hour day. Lunch you can skip or take up to an hour. You can work just a few hours one day but you have to make it up. Some complaints with this system are that you must sign in and out; it is virtually impossible to work overtime; and sometimes the hours can get quite complicated.

## Shorter Work Week

Many offices have about a 37½ hour week but few have less. It seems that unions are just beginning to fight for the shorter work week. OTEU at C.U.&C. Health Services Society have a 34 hour week consisting of 4 consecutive work days. Each day is 8½ hours plus a ½ hour lunch. CUPE at the Surrey School Board have a 32 hour week. They tried for a 4 day week but ended up with 5 days, each 6 hours and 24 minutes long.

May 24/74

- UBC made their wage proposals & the contract committee for AUCE walked out

A mass meeting was planned for Thurs. May 30/74