

# Association of University and College Employees

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

February 1978

## CONTRACT BULLETIN NO.4

TO: ALL MEMBERS

FROM: THE CONTRACT COMMITTEE

Please find enclosed a copy of the proposed referendum ballot which is to form the core of Thursday's (February 16th) Special Membership Meeting in Hebb Theatre. The agenda will be the following motion to be moved and seconded by the Contract Committee: Be it moved that the proposed ballot be adopted as circulated and that amendments such as changes, deletions, and additions be in order. This motion will constitute the order of business.

Originally, the Contract Committee had planned to circulate the proposed ballot at the meeting, but in subsequent discussions it was felt that this approach would not provide the membership with adequate time to reflect on the issues at hand. The proposed ballot has been composed from the suggestions and proposals received to date from you, the membership.

The Contract Committee would like to recommend that when the vote is carried out the following week that each proposal, except the wage issue on which there will be a preferential ballot, be voted on by either a yes or a no vote. This could mean that the Contract Committee may enter negotiations with several proposals, but the Committee believes this approach has definite advantages. It is the most democratic approach possible in that several members have voiced concern at having the number of items they can vote on limited in number. The proposals should stand on their own merit rather than following a quota system.

Limiting the number of proposals in effect circumvents the usual negotiating process which involves some give and take. It could be argued that by prioritizing the proposals from the beginning is in some ways tantamount to an unofficial strike vote. It would undoubtedly lift some of the negotiating burden from the Contract Committee - and make no mistake that it is in some ways an attractive approach, but it could lead us from the outset into some awkward situations.

Furthermore, some seemingly minor issues could fall by the wayside - especially areas where the Grievance Committee would like to see some revisions in wording in order to facilitate the day-to-day application of the contract. The idea of establishing a definite quota could exclude areas where some immediate changes are desired and necessary.

The process which the Contract Committee would like adopted for the poll ballot places some responsibility on the membership in regards to decision-making. If members want to restrict the number of proposals in this year's negotiations then they could so advise the meeting this Thursday that when the actual vote occurs (February 21st and 22nd) that yes votes be restricted to a desired number and that all remaining votes be no. By adopting such a procedure we may have as few as four or five proposals or as many as a couple of dozen - hardly a formidable number.

REMEMBER TO BRING YOUR PROPOSED REFERENDUM BALLOT TO THE SPECIAL MEMBERSHIP MEETING ON THURSDAY, FEBRUARY 16TH TO BE HELD IN HEBB THEATRE FROM 12:30 - 2:30 PM.

IMPORTANT: VOTING ON THIS YEAR'S CONTRACT PROPOSALS WILL TAKE PLACE ON TUESDAY AND WEDNESDAY, FEBRUARY 21ST & 22ND, 1978 ON THE UPPER MEZZANINE OF WAR MEMORIAL GYM FROM 11:00 AM. TO 5:00 PM.

If this bulletin is undeliverable, please return to the AUCE LOCAL #1 Union Office - c/o Campus Mail



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

<u>DEFINITION OF EMPLOYEE</u>			
Add definition of positions.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<u>STUDENT ASSISTANTS</u>			
Change to provide equal pay for students doing higher level work.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<u>RETIREMENT</u>			
Eliminate the test of competence for employees over the age of 65.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<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"/>	
<u>RIGHTS OF PROBATIONARY EMPLOYEE</u>			
Eliminate "except where specifically stated otherwise".	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<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"/>	
<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"/>	
<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"/>	
<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"/>	
<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"/>	
<u>UNION MEETINGS</u>			
Change to allow for 15 meetings per year during working hours.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<u>COURT DUTY</u>			
Change to include arbitration cases.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<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"/>	
<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"/>	



<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"/>
<u>JOB POSTINGS</u> Add specific wording to ensure the posting of all positions of 3 months or more duration.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<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."	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<u>TEMPORARY PROMOTION</u> Add a time limit of 3 months.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<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"/>
<u>STATUTORY HOLIDAYS</u> Add Easter Sunday as a recongnized statutory holiday.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<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"/>
<u>VACATION SCHEDULE FOR SECOND CALENDAR YEAR</u> Delete this article and references to it.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<u>VACATIONS</u> Add that employees shall be allowed to take all of their vacation entitlement within an unbroken period.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<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"/>
<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"/>
<u>HOURS OF WORK</u> Change so that employees shall be allowed a minimum flexibility of working 9 days per two week period. Department approval shall not be withheld.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<u>HOURS OF WORK</u> 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.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<u>HOURS OF WORK</u> Change to provide the option of working a 30 hour week.	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<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"/>



<p><u>SHIFT WORK</u> Change to ensure that shift workers get at least a 48 hour weekend.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>SHIFT WORK</u> Change to include shift differential pay for work on weekends.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><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."</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><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.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>PENSION PLAN</u> Change to a voluntary plan.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><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.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>MEDICAL AND DENTAL PLANS</u> Increase employer's share to 100% of premiums and increase dental coverage to 80%.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>SICK LEAVE</u> Add that sick leave not take during an employee's time of employment accumulate and then at the time that she/he quits or retires the sick leave be "given back" either as vacation or money.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>SICK LEAVE</u> Add "sick leave banking" such as AUCE Local 4 at Capilano College has.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>MATERNITY LEAVE</u> Delete the Union's liability to pay for maternity benefits of employees who quit within 6 months of return to work.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>MATERNITY LEAVE</u> Change so that benefit would be paid 6 months after return to work.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>TEMPORARY EMPLOYEE BENEFITS</u> Change to include medical and dental appointments and sick leave.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>DISCIPLINARY ACTION/EMPLOYEE FILES</u> Delete reference to types of documents.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><u>LAYOFF</u> Add that no employee with more than 5 years of seniority can be laid off.</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>



INCREMENT POLICY

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

YES ☐

NO ☐

INCREMENT POLICY

Increase the step increases to \$30.

YES ☐

NO ☐

INCREMENT POLICY

Change so that experienced personnel are placed on an appropriate salary step when hired.

YES ☐

NO ☐

INCREMENT POLICY

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

YES ☐

NO ☐

COST OF LIVING ALLOWANCE

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

YES ☐

NO ☐

TESTING

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

YES ☐

NO ☐

WAGES

Increase wages by 5% and increase the number of staff employed at UBC.

YES ☐

NO ☐

INCREMENT POLICY

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

YES ☐

NO ☐

WAGES

IMPORTANT - NOTE SPECIAL INSTRUCTIONS !!!!!

SPECIAL INSTRUCTIONS

These are Preferential Ballots. Mark your preferences from one to three in the first section, one to four in the second section. Mark first preference with the number 1 second preference with 2, third with 3, etc.

TYPE OF INCREASE

ACROSS-THE-BOARD INCREASE

☐

PERCENTAGE INCREASE

☐

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

☐

AMOUNT OF INCREASE

MAXIMUM UNDER AIB GUIDELINES

☐

EQUAL TO THE INCREASE IN COST OF LIVING

☐

PARITY WITH AUCE LOCAL 2 (SFU)

☐

PARITY WITH CUPE TECHNICIANS (UBC)

☐