

1. Ann Hutchison explained the procedure to be followed for the meeting.

2. Contract Committee Report - Ray Galbraith

- a) Ray outlined the committee's approach to negotiations viz. placing responsibility for determining our proposals on the membership.

He then explained the committee's recommendation for voting on each proposal on its own merit as opposed to a quota system which would arbitrarily limit the number of proposals to be taken to negotiations.

- b) It was queried whether the ballot could be in the mail Monday, Feb. 20/78 preceding the polling station vote on Tuesday and Wednesday. Arguments against this procedure cited time and workforce considerations, as well as concern over control of the balloting procedure.

Neil Boucher that we distribute the ballot by mail before the polling
Sandy Masai station vote, provided that a work party can be organized
at this meeting.

DEFEATED

3. Amendments proposed by Contract Committee - Jeff Hoskins

The Committee moves:

- a) to delete Definition of Employee
- add definition of positions CARRIED
- b) to delete Rights of Probationary Employee
- eliminate "except where specifically stated otherwise
CARRIED
- c) to delete Court Duty
- Change to include arbitration cases CARRIED
- d) to delete Job Postings
- add specific wording to ensure the posting of all positions
of three months or more duration CARRIED
- e) to delete Vacations
- add that employees shall be allowed to take all of their
vacation entitlement within an unbroken period
CARRIED
- f) to delete 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

Pat Gibson

Rosalyn Turner that the Hours of Work proposals concerning flexible
work week be dealt with as a preferential ballot with
three choices, including "no proposal". CARRIED

- g) to delete Hours of Work
- change to provide the option of working a 30 hour week.
CARRIED

h) to delete Sick Leave
- add that sick leave not taken 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 CARRIED

i) to amend Sick Leave
- add "sick leave banking" such as UACE Local 4 at Capilano College has
to read - add "sick leave banking" so that employees with extended illnesses can borrow against the banked sick leave of the whole union DEFEATED

Neil Boucher that the Sick Leave proposal be based on the SFU Sick
Cathy Agnew Leave plan CARRIED

The SFU Sick Leave plan is to be printed on the ballot.

j) to delete Increment Policy
- Steps: $\frac{1-2}{\$20}$ $\frac{2-3}{\$25}$ $\frac{3-4}{\$30}$ $\frac{4-5}{\$35}$ $\frac{5-6}{\$40}$

Pat Gibson

Mary-Anne Brown that the Increment Policy proposals be concerning amount of increments be dealt with as a preferential ballot with three choices, including "no change from present contract" CARRIED

Jay Hirabayashi amend to include "no increment increases to be
Jeff Hoskins paid" as a choice on the ballot CARRIED

k) to delete Wages
- Increase wages by 5% and increase the number of staff employed at UBC CARRIED
to include a summary of Wage Costing explanations, with appropriate adjustments for the AIB guidelines on the preferential Wage Ballot CARRIED

4. Pat Gibson to include a proposal that employees have the right
Lid Strand to work past age 65 CARRIED

Margot Scherk to delete Increment Policy
Jeff Hoskins - change so that experienced personnel are placed on an appropriate salary step when hired CARRIED

Pat Gibson
Lid Strand that we use our present salary scale as an example and demonstrate what the effect would be of implementing the Increment Policies as per proposals on preferential ballot CARRIED

5. Moved by the Contract Committee that the proposed ballot as circulated as amended at this meeting be adopted CARRIED

6. Adjournment