

The University's practice violates both requirements because it is being applied to new employees, and because it is being used for terms of employment far exceeding two weeks. Since a continuing employee is defined in Article 3.02 as one with three months of continuous service, and irregular employees are being hired for terms just short of three months, the Union considers that the category of "temporary employee" is being eliminated altogether, in clear violation of the agreement.

The Union holds that a request to the University to adhere to the terms of the collective agreement cannot be considered inconsistent with that agreement, nor a re-negotiation of it (as W.L. Clark suggests in his November 17, 1981 letter to T. Byrne). Accordingly, the Union requests that the Labour Relations Board order the University to provide the remedy which the October 14, 1981 policy grievance originally sought.

Yours truly,

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Union Organiser
AUCE Local 1