

In the last newsletter we presented the University's contract position. Negotiations continued and as a result there are some changes. The following is a list of the changes:

- Article 33.02 (Suspension) will remain as it is in the present contract. The University dropped its proposal to suspend employees for up to three months.
- Article 36.01 was amended to place the Clinical Office Assistant 1 and Clinical Office Assistant 2 at Pay Grades 3 and 4, respectively.
- We negotiated a Letter of Agreement which states that no employee on the date of signing of the agreement will be downgraded in job classification as a result of the implementation of the new Standard Job Descriptions agreed to under the Salary Equity Program.
- We negotiated a Letter of Agreement which states that where changed job procedures require the use of data entry systems, the University will provide on-the-job training to the incumbent.
- We negotiated a new article (13.12) which provides for liability insurance coverage for all A.U.C.E. members acting within the course of execution or the scope of their duties as employees. This article is particularly important for A.U.C.E. employees working in a clinical setting.
- Article 30.07 (b): The wording originally proposed by the University did not reflect an intention to cover the two-week waiting period for Unemployment Insurance Maternity benefits. Members would have lost a benefit they currently have. The wording has subsequently been changed to ensure coverage for the the two-week waiting period.
- Clerk/Clerk-Typist split proposed by the University was dropped. The title of "clerk" will remain as is.
- The word "Senior" was dropped from the Word Processing Operator title, proposed by the University.
- Mail clerk duties were inserted into the Standard Clerk II Job Description. (The University originally inserted mail clerk duties into the Clerk I description. We opposed it since it would result in a downgrading of mail clerks.)

Additional Information

- The University is slotting A.U.C.E. members according to the Position Description forms recently completed by clerks and secretaries. The Union is not participating in the slotting but has negotiated an appeal procedure for employees who do not agree with where the University has slotted them. The appeal procedure is as follows:

1. Employees should write to the Compensation Section of the Employee Relations Department, with a copy to their Department Head and the Union, indicating that they consider their position has been inappropriately classified under the Salary Equity Program and the reason why.
2. The Reference Committee will review the most current official position description and will give a decision in writing to the employee with a copy to the Department Head and the Union.
3. If the employee is not satisfied with the decision, she/he may apply within ten working days of receipt of the decision of the Reference Committee, to present her/his case before the Appeals Committee, accompanied by the Department Head or designate. The decision of the Appeals Committee will be in writing.