

Recommended Monetary Package for Contract

Nov 22/74 to Nov 22/76

* Present

Job Rate	Nov 22 1974	Apr. 1 1975	Nov 22 1975	Apr. 1 1976	July 22 1976	Nov 22 1976
Proposed Increases	\$75	\$100	8%	8%	8%	end of contract
Grade 2	528	603	703	759.24	819.97	885.56
3	559	634	734	792.72	856.13	924.62
4	596	671	771	832.68	899.29	971.23
5	647	722	822	887.76	958.78	1035.48
6	701	776	876	946.08	1021.76	1103.50
7	764	839	939	1014.12	1095.24	1182.85
8	837	912	1012	1092.96	1180.39	1274.82
9	918	993	1093	1180.44	1274.87	1376.85
10	1009	1084	1184	1278.72	1381.01	1491.49

Hours of Work

35 HOURS per WEEK.

Vacations

3 Weeks after 1 year

4 Weeks after 5 years

5 Weeks after 8 years

Sick Leave

As at present - with a few controls.

Medical - 50/50 as present

Dental 50/50 access after 3 months

OTHER BENEFITS - as at present.

* RATE AFTER 2 YEARS SERVICE

June 4, 1975

MEDIATION

FINAL UNIVERSITY OFFER

Nov. 22, 1974	\$ 75.00	Across the board.
Apr. 1 , 1975	\$100.00	Across the board.
Nov. 22, 1975	8%	Across the board.
Apr. 1 , 1976	8%	Across the board.

Plus construct
30 - 36 - 42 - 48 month
increment points in
salary schedule and move
people to appropriate
service increment, based on
length of service in classification.

Jul. 22, 1976 8% Across the board.

Contract expires November 22, 1976.

CONDITIONS:

1. Employees hired or terminated between the date of certification and the date of signing of this Agreement to receive prorated adjustments.
2. Increased vacation entitlement - effective January 1, 1975.
3. All other terms of agreement to be effective from date of signing of Agreement.
4. The association will undertake to notify terminated employees of the provisions of condition #1.

CONDITIONS ON OUTSTANDING ITEMS

HOURS OF WORK

35 per week per Sec. 22 revision attached.

MEAL PEPIODS

$\frac{1}{2}$ to 1 hour by agreement - Sec. 29 revision attached.

ANNUAL VACATION

In first year	1 $\frac{1}{2}$ days per month
After 1st year	3 weeks
After 5th year	4 weeks
After 8th year	5 weeks

per Sec. 33 revision attached.

SICK LEAVE

Existing plan amended per Sec. 34 revision attached.

OTHER BENEFIT PLANS

Existing plans amended per Sec. 46 revision attached.

BENEFITS FOR PART-TIME OR TEMPORARY EMPLOYEES

Existing plans amended per Sec. 47 revision attached.

Verbally Agreed On.
by Both Parties

Section 34 Sick Leave

Article A) Seniority

No employee shall be terminated, laid-off or lose seniority because of illness.

Article B) Entitlement

Entitlement to sick leave shall be based on seniority as follows:

Less than three (3) months (includes probation) - one (1) week at one hundred percent (100%) salary

Three (3) months but less than one (1) year - four (4) weeks at one hundred percent (100%), twelve (12) at seventy-five percent (75%), then ten (10) weeks at sixty percent (60%) of salary

One (1) year but less than five (5) years - twelve (12) weeks at one hundred percent (100%) of salary, then four (4) weeks at seventy-five percent (75%) of salary, then ten (10) weeks at sixty percent (60%) of salary

Five (5) years or more - twenty-six (26) weeks at one hundred percent (100%) of salary.

Article C) Casual Illness

Continuous absence due to illness of ~~twenty-one (21) hours~~ **3 consecutive days** or less does not normally require a physician's certificate; however, where there appears to be excessive use of the Casual Illness provisions, medical certificates, ~~may~~ **may** be required. All Casual Illness will be recorded on bi-weekly Time and Absence Reports. *satisfactory to the university.*

Article D) Sick Leave

The University may require Sick Leave in excess of ~~twenty-one (21) continuous hours~~ **3 consecutive working days** *to* be supported by a physician's certificate, satisfactory to the University.

Article E) Claim for Benefit

All Casual Illness or Sick Leave must be supported by a Claim for Casual Illness or Sick Leave Benefit Form to be presented on return from the absence. Failure to submit a claim form (with adequate physician's statements as may be required in C and/or D above) will result in ~~loss of pay~~ **subsequent** for the absence until such documents are provided.

Article F) Notice of Absence

For any of the above sections to be operable, an employee who is unable to come to work because of illness or injury, must advise her/his supervisor, by telephone or otherwise, before half of the shift scheduled to be worked has been missed, **except in extenuating circumstances.**

Article G) Chronic Absence

In cases of repeated absences or persistent inability to perform duties because of chronic illness, the Supervisor may:

- a) Require that the employee provide a physician's certificate.

- b) Recommend that the employee be relieved from duty and be required to take sick leave until he/she can produce satisfactory medical evidence that he/she is again fit for regular employment.

Article H) Medical Examinations and Certificates

- (a) Should the University require an employee to submit to a medical examination as a condition of employment, the employee may have the examination done by her/his own doctor. The medical examination shall be at the University's expense and the employee shall receive a written copy of the doctor's report.
- (b) The cost of medical examinations and physician certificates to support claims for pay under this Article are the responsibility of the employee.

Article I) Holidays During Sick Leave

When a statutory or University holiday falls within, or contiguous to a period of paid sick leave, the holiday shall not be assessed against the employee's sick leave.

Article J) Quarantine

Should an employee be placed under quarantine due to the illness of others, benefits shall be paid as sick leave.

Article K) Dental and Medical Appointments

Employees are encouraged to arrange medical and dental appointments on their own time. Otherwise, employees may make arrangements with their supervisors for time off for such appointments with pay, providing make-up time arrangements have been made in advance. Wherever possible, such appointments should be arranged at the beginning or ending of a scheduled shift.