

Association of University and College Employees

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

December 18, 1978.

BULLETIN #3

FROM THE CONTRACT COMMITTEE

- to-date, the Contract Committee has formulated six (6) contract proposals; precious few when compared with previous years.
- we did not make a conscious effort to limit the number of proposals; in fact, after we had perused the contract it was evident that we had a solid contract in most areas.
- we decided not to include our perennial sick leave proposal - instead we felt that the membership should use the existing contract language and establish a Sick Leave Study Committee to investigate the Simon Fraser plan and possibly other alternatives.
- to that end, nominations were opened for the Committee at the December 14th Membership Meeting.
- other areas of concern have included our contracting out, technological changes, and pension plan articles. Here we have decided that further investigation is necessary over the next year before submitting any proposals to the membership.
- a seventh (7th) proposal may find its way onto the agenda of the January 11th Special Membership Meeting, and, that is the issue of reassignment.
- the only reference to reassignment in the contract appears to Article 22.05 (a) (11) and here it states that an employee can be reassigned to duties in the same classification within a department.
- the difficulties arise when one comes to define a department - a case in hand is the Library with its thirty-odd divisions encompassing over 250 employees.
- if you should have any opinions or suggestions on this issue please do not hesitate to contact the Contract Committee. One suggestion has been to define a department in such a way as to limit its scope.
- this bulletin is divided into two sections - the first contains the proposed wording for proposals to be presented at the January 11th meeting, while the second part presents some interesting wage research - but more about that later.
- listed immediately below are the six (6) proposals:

10.01 Union Meetings

The University agrees to allow twelve (12) two-hour lunch meetings (12:30 - 2:30 p.m.) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given.

13.08 Taxi Vouchers

Employees will normally be responsible for providing their own transportation to and from the University.

Whereas, employees may find difficulties in transportation at night, it is agreed that taxi vouchers will be provided, on the individual's request, to employees required to work after 11:00 p.m. or before 6:00 a.m..

22.03 Hiring Policy

- (a) The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees.
- (b) Where no candidate is clearly superior in overall ability and qualifications, seniority shall be the determining factor. Both parties agree that in all cases, job opportunity shall increase in proportion to length of service.

30.04 Daycare

- (a) as in present agreement.
- (b) Employees with daycare duties may request either to work a four (4) day week as in Article 28.02 (c) (ii), or to have up to five (5) hours off per week. Such time off would be made up by that employee concerned during that week and shall not be considered as overtime. The University shall make every effort to comply with such requests.

30.05 Medical and Dental Plan

- (a) The employer shall pay one hundred percent (100%) of the monthly contribution to the Medical and Dental Plan.
- (b) Upon appointment all continuing and sessional employees shall be eligible to participate in the Medical Plan as outlined in (a) above.
- (c) After three (3) months of employment all continuing and sessional employees shall be eligible to participate in the Dental Plan as outlined in (a) above, provided she/he works a maximum of seventeen and one-half (17 ½) hours per week.
- (d) After sixty-six (66) days of accumulated service temporary employees shall be eligible to participate in the Medical Plan as outlined in (a) above.

33.06 Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

- if you have any suggestions or proposals that you would like to see included please contact the Contract Committee.
- a segment of the January 11th meeting will be set aside to deal with any proposals coming from the floor - any proposals thus passed will become an integral part of our upcoming negotiations.

Wage Research - Table

- firstly, we broke down the total number of employees into their seniority steps in each classification.
- we selected nine (9) employees, one from each of the classifications, based on where the plurality or majority of employees fell within a particular classification.
- we took the gross income of each employee and worked out the total number of deductions.
- we then applied a 10% increase (see b) and a \$105.00 across the board (see c) to each employee's gross income and then worked out the respective deductions. (All deductions are based on single rates as the majority of our members fall into this category.
- e.g., Pay grade I, step 2 - would increase take home pay \$60.00 with the 10% increase and would increase it \$68.00 with a \$105.00 across the board increase. Pay grade IV, step 6 - would increase take home pay \$80.00 with the 10% increase and would increase it \$67.00 with a \$105.00 across the board increase.
- based on these figures the take home pay of a Pay grade I, step 2 is approximately \$1.00 more than a Pay Grade IV, step 6. The difference with the percentage increase favors Pay grade IV, step 6 by \$20.00.
- the Contract Committee now feels that discussion surrounding a wage proposal should take into account such factors as: either maintaining or widening the existing wage gap between classifications and whether or not we want to reduce the increase to the base rate by approximately \$15.00.
- the 10% or \$105.00 across the board was chosen as a convenient vehicle for demonstrating the effects of the two kinds of increase.
- these figures are arbitrary and may by no means represent the more detailed discussion of wages to be presented in Bulletin #4.

Pay Grade	Step		Gross	Net	CPP	DIC	5% Pension	.097% Group Life	.466% Disability	MSA	Dental	Union	Tax
I	2	now a	897.00	686.81	14.65	13.46	30.20	.87	4.18	4.20	5.28	6.50	130.85
		10% b	987.00	746.75	16.27	14.81	33.08	.96	4.60				154.55
		\$105 c	1002.00	754.60	16.54	15.03	33.56	.97	4.67				160.65
I 1	2	a	937.00	712.53	15.37	14.06	31.48	.91	4.37				142.30
		b	1031.00	775.40	17.06	15.47	34.49	1.00	4.80				166.80
		c	1042.00	782.60	17.28	15.60	34.82	1.01	4.86				169.85
II	3	a	997.00	752.99	16.45	14.96	33.40	.97	4.65				157.60
		b	1097.00	817.65	18.27	15.60	36.58	1.06	5.11				186.75
		c	1102.00	822.36	18.36	15.60	36.74	1.07	5.14				186.75
II 1	4	a	1057.00	790.61	17.55	15.60	35.30	1.03	4.93				176.00
		b	1163.00	861.57	19.44		38.71	1.13	5.42				205.15
		c	1162.00	860.63	19.44		38.66	1.13	5.41				205.15
III	6	a	1157.00	855.91	19.35		38.50	1.12	5.39				205.15
		b	1273.00	933.11	21.42		42.23	1.23	5.93				237.50
		c	1262.00	922.72	21.24		41.86	1.22	5.98				237.50
III 1	3	a	1137.00	843.17	18.99		37.86	1.10	5.30				199.00
		b	1251.00	919.03	21.06		41.49	1.21	5.83				230.80
		c	1242.00	910.53	20.88		41.22	1.20	5.79				230.80
IV	6	a	1261.00	921.77	21.24		41.81	1.22	5.88				237.50
		b	1387.00	1002.06	23.49		45.86	1.25	6.46				276.30
		c	1366.00	988.42	23.13		45.17	1.33	6.37				270.00
V	6	a	1349.00	972.37	22.77		44.68	1.31	6.29				270.00
		b	1484.00	1068.01	25.20		49.00	1.44	6.92				301.85
		c	1454.00	1046.33	24.66		48.04	1.41	6.78				295.20
VI	6	a	1437.00	1036.58	24.39		47.46	1.39	6.70				288.90
		b	1581.00	1125.37	27.00		52.05	1.53	7.37				336.10
		c	1542.00	1102.23	26.28		50.82	1.50	7.19				322.40