

MINUTES OF SPECIAL MEMBERSHIP MEETING TO VOTE ON CONTRACT DEMANDS
June 11, 1975, Angus Room 110

Emerald Murphy in the Chair.

1. Doris McKenzie) That the last sentence of Article 15 be deleted and replaced
Dale McAslan) with "Employees will be permitted to use the Union Label and
to wear Union pins or steward badges.
CARRIED
2. Doris McKenzie) That the first sentence of Article 16 be amended to read:
Dale McAslan) An employee who is called for Jury Duty or as a witness shall
continue to receive her/his regular pay.
CARRIED
3. Doris McKenzie) That the opening statement of Article 17 be amended as
Jan Frazelle) follows: The University and Union agree that in the event of
a strike by members of another Union employed by the Univers-
ity or outside employers, an employee shall not be discrimina-
ted against or subject to dismissal for refusing to cross an established picket
line, provided that:
CARRIED
4. Doris McKenzie) That Article 18 be retained as at present.
Robert Gaytan)
CARRIED
5. Robert Gaytan) That the opening statement of Article 19 be retained as at
Doris McKenzie) present.
CARRIED
6. Robert Gaytan) That Article 19, Section 1 be amended to read: Any employee
Doris McKenzie) shall be considered displaced when her/his services shall no
longer be required in the same capacity as a result of a
change in University procedures or equipment, or a change in a process or
method of operation diminishing the total number of employees required to
operate the Department in which she/he is employed.
CARRIED
7. Robert Gaytan) That Article 19, Section 2 be amended to read: No loss of
Dale McAslan) pay: In case of displacement, the displaced employee shall
suffer no loss of pay and shall be relocated in another
suitable position of equal salary range.
CARRIED
8. Robert Gaytan) That Article 19, Section 3 be amended to read: Notice:
Dale McAslan) Before such changes can come into effect as noted in
Section 1, the University will provide the Union with at
least three (3) months notice of intention to introduce automation, equipment or
procedures which might result in displacement or reduction of personnel or in
changes of job classification.
CARRIED
9. Robert Gaytan) That the following sentence be added to the end of Article 19
Dale McAslan) Section 4: Retrained employees shall suffer no reduction or
deduction of pay.
CARRIED
10. Robert Gaytan) That Article 19, Section 5 be retained as at present.
Diane Green)
CARRIED
11. Dale McAslan) That Article 14, Section 1 be amended to read: Employees
Robert Gaytan) who are using the equipment shall be consulted and in agree-
ment shall be consulted and in agreement regarding the
purchasing and rental of office equipment for their working unit.
CARRIED
12. Dale McAslan) That Section 2 be added to Article 14 to read: When
Robert Gaytan) renovations are made to an existing building or when a new
building is planned, the employees from the working unit
concerned shall be consulted and informed of such plans, and be able to elect
a representative who will have a vote on any planning committee formed.

There was a suggestion that the Union Office be notified in case of a new building going up or a renovation being done and proper representation of staff being arranged for the planning committee. A vote was taken to accept this idea in principle.

CARRIED

- 13. Mary Woodsworth) That the opening statement of Article 13 be deleted.
Dale McAslan) CARRIED
- 14. Pat Gibson) That Section 13, Article 1 be amended by adding this sentence
Irene Mastin) to the end: That the Union should also be advised if the
University is closed down.
- 15. Mary Woodsworth) That Article 13, Section 2 be retained as at present.
Dale McAslan) CARRIED
- 16. Mary Woodsworth) That Article 13, Section 3 be retained as at present.
Dale McAslan) CARRIED
- 17. Mary Woodsworth) That Section 4 of Article 13 be retained as at present.
Robert Gaytan)
- Linda Powell) That Article 13, Section 4 be amended to read: ...employees
Jack Gegenberg) may request campus patrol to escort them and receive that
escort to a convenient bus stop

CARRIED

The motion as amended was CARRIED.

- 18. Mary Woodsworth) That Article 13, Section 5 be amended to read: Policy re
Dale McAslan) Courses: If a Department Chairman requests that a member of
his/her staff take a course of study in line with her/his
duties, or if an employee requests permission to take a course of study in line
with her/his duties, the University shall allow time off and pay for fees and
costs incurred.

CARRIED

- 19. Mary Woodsworth) That Article 13, Section 6 be retained as at present.
Jan Frazelle) CARRIED
- 20. Mary Woodsworth) That Article 13, Section 7 have the first sentence amended
Jan Frazelle) to read: Employees shall be allowed the use of University
facilities such as the swimming pool, tennis courts, bowling
alley, etc., during hours scheduled for such purposes or public hours, at
student rates or for free as required by the University.

CARRIED

- 21. Mary Woodsworth) That Article 13 have Section 8 added to include the Letter
Dale McAslan) of Agreement re Union use of Campus Mail in the Contract.
CARRIED

- 22. Mary Woodsworth) That Section 9 be added to Article 13 to read: Taxi
Pat Gibson) Vouchers: Employees required to work after 10:00 p.m. or
before 6:00 a.m. on the individual's request to either the
Department Chairman or the Personnel Office, shall be given taxi vouchers.

CARRIED

- 23. An open discussion on Study Benefits was held to give the Contract Committee...
some ideas on what to do about courses.
- should the number of courses be limited?
- should all courses be free to staff or should fees be paid and then
reimbursed?

The Dean of Women has suggested that prerequisites for courses be waived for staff.

- Pat Gibson) That the article on Study Benefits be referred back to the
Robert Gaytan) Contract Committee.

CARRIED

- 24. Diane Green) That Article 22 be amended to read: The University agrees to
Robert Gaytan) provide smocks, cuff protectors, gloves or shop coats to
protect clothing of employees where required. Also, in areas
where there is fluorescent lighting or where continuous use of xerox equipment
occurs, employees will, upon request, be provided with photo-grey glasses.

CARRIED

The meeting was adjourned at 6:15 p.m.

SPECIAL MEMBERSHIP MEETING RE CONTRACT JUNE 26, 1975, Henry
Angus Room 110.

Emerald Murphy was in the Chair.

Dale McAslan) That Article 3, Section 4 be ammended to
Robert Gaytan) read: A Sessional Employee is any employ-
ee who: (a) works on a full-time or part-
time basis for recurring periods approx-
imately coinciding with the University Winter Session or (b) works
on a full-time or part-time basis for recurring periods approx-
imately coinciding with the University Summer Session. Such em-
ployees shall be paid by the month or by the hour at the rate
for the appropriate classification. CARRIED.

Dale McAslan) If required, the Contract Committee may
Nancy Wiggs) call lunch-hour meetings for the purpose
of voting on contract proposals.

Nancy Wiggs) That the motion be ammended to read that
Robert Gaytan) a straw-poll vote be taken at any lunch
hour meeting. CARRIED.

The motion as ammended was CARRIED.

Dale McAslan) That Article 3 Section 7 be ammended to
Vicki Maynard) read in the first paragraph: A temporary
employee shall mean any employee who
works on a temporary or casual basis.
Such employees shall be paid by the hour at the rate for the
appropriate classification. CARRIED.

Dale McAslan) That Article 21 Section 1 be ammended to
Robert Gaytan) read: On completion of the probation
period, an employee is entitled to take
any University courses, on or off the
Point Grey Campus. Tuition shall be free. CARRIED.

Dale McAslan) That Article 21 Section 2 be ammended to
Joan Cosar) read: An employee shall be allowed to
take U.B.C. courses during her/his regu-
lar working hours and make arrangements
to make up time subject to Article 29 Section 8. CARRIED.

Dale McAslan) That Article 25 be ammended to read: All
Jack Gegenberg) employees upom leaving the University on
completion of four (4) or more years ser-
vice shall upon application receive a
life-long University Library Card renewable yearly.

Helen Evans) That the motion be ammended to read: ...
Nancy Wiggs) on completion of three (3) or more...
CARRIED.

The motion as ammended was CARRIED.

Dale McAslan) That Article 26 Section 5b be added as fol-
Jack Gegenburg) lows: The University Holidays shall in-
clude: - The February Mid-term break
- Those working days which fall between
Boxing Day and New Years Day (Dec. 29, 30 & 31, 1975). In addit-
ion, any other day proclaimed by the University or any other day
in lieu of a University Holiday shall be recognized.

Pat Le Vac) That the motion be ammended to delete the
Mary Ann Pickett) February Mid-Term Break. DEFEATED.

The original motion was CARRIED.

Dale McAslan) That Article 26 Section 5c be added as
Irene Randall) follows: An employee who works on a Uni-
versity Holiday shall choose either to
receive one extra day's pay at the regular
rate for her/his regular hours of work (as in Article 28) or to
take one day off, with pay at the regular rate rate for her/his
normal hours of work. CARRIED.

Mary Woodsworth) That Article 27 Section 3 be ammended to
Nancy Wiggs) read: Employees shall receive an annual
vacation with pay on the following basis:
Three (3) weeks during the second calendar
year; four (4) weeks during the 4th calendar year; five (5) weeks
during the sixth (6th) calendar year. Commencing with their 7th
calendar year of service, employees shall receive one (1) additional
day of annual vacation with pay for each additional year of service.

Rates of pay in each of the above cases shall be those which the
employee (including those working on a shift basis) would have
received if she/he had worked. (rest of Article remains the same).

Jennifer Roberts) That the motion be ammended to give 4 weeks
Virginia Anthony) holiday during the 2nd calendar year, 5
weeks during the 4th calendar year, and 6
weeks during the 6th year. DEFEATED.

Article 27 Section 7 was referred back to the Contract Committee.

Mary Woodsworth)
Robert Gaytan) That Article 27 Section 8 be ammended to read: An employee terminating her/his employment shall receive a vacation allowance, less any actual vacation time taken.

Heather McNeil)
Nancy Wiggs) That the Motion be ammended by the deletion of the words "less any actual vacation time taken".

Discussion centered on the problem of people taking their vacations and then leaving before the year end, and the University not being able to deduct pay for unearned holiday time.

Article 27 Section 8 was referred back to the Contract Committee.

Mary Woodsworth)
Nancy Wiggs) That Article 27 Section 9 be ammended by the addition of the following paragraph:
"Should a University Holiday occur during an employee's annual vacation, she/he shall be granted an additional day's vacation without loss of pay for each University Holiday so occurring in addition to her/his vacation time. CARRIED.

Dale Mc Aslan)
Regina Barzynska) That Article 23 Section 1 be ammended to read: Each employee shall have access to files compiled by the University and/or its officers, as these files relate to the individual's employment or personal affairs. The employee shall have the right to insert written comment to any document, and further shall be provided with photocopies of any documents upon request. The employee shall be responsible for the actual minimum cost of the photocopies. CARRIED.

SPECIAL MEMBERSHIP MEETING TO VOTE ON CONTRACT PROPOSALS

Thursday, May 15, 1975

Pat Gibson was in the Chair.

1. Dick Martin) That Article 1 - General Purpose - be changed to read as
Robert Gaytan) follows: In order to establish and maintain efficient
operations and a harmonious relationship between the Univer-
sity and the employees, the University and the Union agree that the general
purpose of this collective agreement is to establish a fair working relationship
between the employees and the University. No employee shall be required or
permitted to make a written or verbal agreement with the University or its
representatives which may conflict with the terms of this agreement.
CARRIED
2. Dick Martin) That Article 2 remain as at present.
Judy Wright) CARRIED
3. Diane Green) That Article 3, Section 1 be retained as at present.
Mary Woodsworth) CARRIED
4. Diane Green) That Article 3, Section 2 be retained as at present.
Jackie Ainsworth) CARRIED
5. Diane Green) That Article 3, Section 3 be retained as at present.
Judy Wright) CARRIED
6. Diane Green) That Article 3, Section 4 be retained as at present.
Doris MacKenzie) CARRIED
7. Diane Green) That Article 3, Section 5 be retained as at present.
Mary Woodsworth) CARRIED
8. Jackie Ainsworth) That Article 3, Section 5 be amended to change the proba-
Dick Martin) tionary period to one month. DEFEATED
9. Motion to retain Article 3, Section 5 as at present CARRIED.
10. Ray Galbraith) [Article 3, Section 6] That the term "student assistant"
Diane Green) shall mean any full time student who is enrolled at the
University and works no more than 10 scheduled hours in
any one week. Such student assistants may work more than 10 hours in any one
week if they replace other student assistants who are unable to report for their
scheduled hours. The term "replacement" shall not apply to terminations or
severances. Such student assistants are outside the certification. A student
who is hired to regularly work more than 10 scheduled hours a week shall be con-
sidered an employee as defined in section 1 above. Student assistants performing
duties normally done by employees bound by this agreement shall be paid at the
base hourly rate as outlined in this agreement. CARRIED
11. Jackie Ainsworth) That Article 3, Section 7 be referred back to the Contract
Ella Marsden) Committee for further discussion. CARRIED
12. Diane Green) That Article 4, Section 1 be retained as at present.
Jackie Ainsworth) CARRIED
13. Diane Green) That Article 4, Section 2 be amended to read: When promoted
Mary Woodsworth) or transferred, an employee will be on a training period for
one (1) month. If the employee finds the job unsatisfactory
or is unable to meet the job requirements, she/he shall be returned to her/his
former position or to one of equal salary range. CARRIED
14. Diane Green) That Article 4, Section 3 be retained as at present.
Robert Gaytan) CARRIED
15. Dale MacAslan) That Article 5, Section 1 be amended to read: All employees
Diane Green) covered by the certification and employed by the University
prior to October 1, 1974 but who were not members of the Union
at that time, will not be required to join the Union nor will they be required to
pay fees or assessments to the Union. CARRIED
16. Dale MacAslan) That Article 5, Section 3 be amended to read: As a condition
Judy Wright) of employment, new employees shall become Union members with-
in thirty (30) calendar days of employment. CARRIED

- 17. Dale MacAslan) That Article 5, Section 4 be retained as at present.
- Diane Green)
- Jackie Ainsworth) That Article 5, Section 4 be amended to include the intention
- Margie Walley) that the University notify the Union in writing within 24
- hours of the name of any employee terminated or suspended.
- Mary Raphael) That the amendment be amended to read "discharged" instead
- Ella Marsden) of "terminated".

CARRIED

The amendment as amended was CARRIED.

The motion as amended was CARRIED.

The meeting adjourned at 6:25 p.m. for lack of a quorum.