

MEMORANDUM OF PROPOSED CHANGES TO THE 1979/80 COLLECTIVE AGREEMENT

3.02 Continuing Employee

A Continuing employee shall mean an employee who is hired to fill a position of more than three (3) months duration or as provided in Article 3.04.

Such employees may be hired to work either full-time or part-time. Continuing full-time employees shall be paid by the month; part-time employees may be paid either by the month or the hour.

*Part-time employees who work regularly scheduled hours may elect to be paid by the month.*

7.02 Full-Time Leave of Absence

Leave of absence without pay shall be granted upon request to any employee who has been elected or selected to a full-time office or position in the Union, in the Union's Provincial Association or in any other body in which the Union maintains membership or affiliate status. Any employee so elected or selected must give one (1) month's notice to the University. Seniority shall accumulate during such employee's leave of absence of up to one (1) year but no longer. The employee shall also be allowed to continue with all the University's Benefit Plans and the employee shall pay the full premium of these plans. When the leave of absence has a term of one year or less, the employee shall be returned to her/his former position with the University. When the leave of absence exceeds one year, the employee shall be placed in the coincidental vacancy of her/his choice in her/his former classification, or where no coincidental vacancy exists, shall invoke the provisions for involuntary transfer.

17.01 Picket Lines

The University and the Union agree that in the event of a strike by members of another union employed by the University or outside employers, employees covered by the Certification of A.U.C.E., Local I shall not be discriminated against nor be subject to dismissal for refusing to cross an established picket line, provided that:

- (a) the strike is the result of a labour dispute;
- (b) *The Union Executive shall inform the University, in writing, as soon as possible that they regard the picket line which has been set up as a bona fide picket line.*
- (c) adequate arrangements for essential services in the hospitals are established.

The University agrees that it shall not request, require, or direct employees covered by the collective agreement to perform work resulting from strikes that would normally have been carried out by those employees on strike.

#### 19.04 Notice of Intent

Before such changes (as outlined in Article 19.02) can come into effect, the University shall provide the Union and the employee(s) affected with at least three (3) months notice of intent to introduce automation, equipment or procedures which might result in displacement of or a reduction in employees' or in changes in employees' job classification.

Such notice of intent will include details pertinent to such changes.

After expiry of the three (3) months notice period, the University shall implement the proposed changes. If at the end of three (3) months these changes have not been implemented, the University shall submit to the Union and the employee(s) affected, a progress report on the status of such changes, with further update reports at three (3) month intervals.

#### 19.05 Retraining

(a) Employees who have become redundant, displaced (as described in Article 19.02), or who have received notice of layoff due to technological change, shall be eligible for retraining to equip them for the operation of such new equipment and procedures. Such retraining shall occur during working hours at the University's expense.

(b) - (d) as is

#### 22.08 Orientation Period for Transfer and Promotion

When promoted or transferred, the employee shall be on an orientation period for three (3) months. If an employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to a vacant position of her/his choice in her/his former salary range. If such a position is not available, she/he shall be returned to her/his former position.

#### 21.01 Tuition Waiver

On completion of the probationary period, a continuing full-time employee, excluding sessional employees, shall be entitled to tuition waiver to take or audit credit courses to a maximum of six (6) units per year (12 months). Non-credit courses may be taken to the equivalent in fees over a year. To determine the equivalent value in fees, reference should be made to the fee for three (3) unit courses in the University Calendar under the heading "Fees, Summer Session". Tuition fees shall be waived, but the employee shall pay the cost of materials, equipment or travel associated with the course.

This benefit shall also be available to a continuing part-time employee who works more than seventeen and one-half (17 1/2) hours per week.

### 30.01 Leave of Absence Without Pay

(a) - (b) as is

(c) Upon return to work the employee shall be placed in her/his former position provided the leave has not exceeded one (1) year. If leave has exceeded one (1) year, the employee shall be placed in a coincidentally vacant position of her/his choice. If no vacancy exists she/he shall be placed on the recall list.

(d) - (e) as is

### 30.05 Medical and Dental Plan

(a) The employer shall pay fifty percent (50%) of the monthly contribution to the Medical and Dental Plan. The University shall pay one-hundred percent (100%) of the Medical Services Association Extended Health Benefits as of the first of the month following the signing of this Agreement.

(b) - (d) as is

### 31.04 Reclassification Procedure

(a) - (b) as is

(c) The employee shall be notified by letter, within eight (8) weeks of the date Employee Relations receives the employee's completed re-classification form referred to in (b) (1) above, of the decision regarding the request. If the reclassification is not recommended, the letter shall contain the reasons for not recommending the reclassification. A copy of the aforementioned letter shall be forwarded to the Union.

(d) - (e) as is

### 31.05 Wage Increase Awarded Through Reclassification

(a) A wage increase awarded as a result of reclassification shall be retroactive to the date of change of job duties or, when no date can be established, retroactive to the date of written request for reclassification. The employee shall be placed on the step in the classification which ensures an increase in salary.

(b) deleted

31.06 Wage Increase Awarded Through Misclassification

Where the position does not entail new job duties and has in fact been misclassified since date of hire, the employee shall be placed on the same seniority step in the appropriate classification as she/he was on in the original job classification, and shall receive full pay rate adjustment retroactive to date of hire, except where date of hire is prior to July 1, 1979, in which case, pay rate adjustment shall be retroactive to July 1, 1979. On April 1, 1981 this date shall read July 1, 1980.

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.

34.06 Recall Procedure

(a) - (h) as is

(i) Employees recalled to a position other than that which they held prior to layoff shall be on an orientation period of three (3) months. If the employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to the recall list.

(j) - (k) as is

(l) Part-time, full-time or sessional employees who have been laid-off may, in addition to being listed on the part-time, full-time or sessional recall lists respectively, submit their names in writing to:

Employee Relations Department

for work on an irregular basis.

A copy of each request shall be sent to the Union office within five (5) working days of receipt of such request.

Article 34.07 (a) - Notice shall not apply to employees working under section 34.06 (l) due to the short duration of each job.

Delete letter of agreement.

LETTER OF UNDERSTANDING

The University agrees to initiate a committee which shall include representatives of support staff groups on this campus to investigate a bi-weekly pay system.

The committee shall be formed no later than July 1, 1980 and shall make its recommendation by December 31, 1980.

If such a bi-weekly pay system is implemented, an addendum to this Collective Agreement shall be executed. Pay rates shall be translated as follows:

Hourly Rates - No Change  
Monthly Rate X 12 + 26 = Bi-weekly Rates

All language in the collective agreement that pertains to this pay change shall be reviewed if and when such a change is implemented.

Signed on Behalf of the University  
of British Columbia:

Signed on Behalf of the Association  
of University and College Employees,  
Local #1 (U. B. C.):

Date: \_\_\_\_\_

LETTER OF UNDERSTANDING

It is agreed that a Joint Committee shall be established to study and review the present Group Life and Disability (which may include alternatives to sick leave), Medical and Dental, and Pension Plans.

The Committee shall be made up of equal representatives of the University and the Union.

The Committee shall make its recommendations by March 31, 1981.

It is agreed that those other parties to the above mentioned Plans who are not parties to this Agreement shall have representation on the Joint Committee.

If agreement is reached by the University and the Union on changes to the above mentioned Plans, such changes will be implemented as soon as possible and shall not be delayed until this Agreement expires and a new collective agreement is reached.

Signed on Behalf of the University  
of British Columbia:

Signed on Behalf of the Association  
of University and College Employees,  
Local 1 (U. B. C.):

Date: \_\_\_\_\_

36.02 Wage Rates

April 1, 1980 - Monthly

<u>Pay Grade</u>	<u>Step 1 Start</u>	<u>Step 2 1 year</u>	<u>Step 3 2 years</u>	<u>Step 4 3 years</u>	<u>Step 5 4 years</u>	<u>Step 6 5 years</u>
I	1032	1056	1079	1103	1126	1150
I (Intermediate)	1079	1103	1126	1150	1174	1197
II	1126	1150	1174	1197	1221	1244
II (Intermediate)	1174	1197	1221	1244	1267	1291
III	1244	1267	1291	1315	1339	1362
III (Intermediate)	1291	1315	1339	1362	1385	1409
IV	1362	1385	1409	1432	1459	1484
V	1459	1484	1510	1536	1562	1587
VI	1562	1587	1614	1640	1665	1692
VII	1665	1692	1717	1744	1769	1795

April 1, 1981 - Monthly

<u>Pay Grade</u>	<u>Step 1 Start</u>	<u>Step 2 1 year</u>	<u>Step 3 2 years</u>	<u>Step 4 3 years</u>	<u>Step 5 4 years</u>	<u>Step 6 5 years</u>
I	1130	1156	1182	1208	1233	1259
I (Intermediats)	1182	1208	1233	1259	1286	1311
II	1233	1259	1286	1311	1337	1362
II (Intermediate)	1286	1311	1337	1362	1387	1414
III	1362	1387	1414	1440	1466	1491
III (Intermediate)	1414	1440	1466	1491	1517	1543
IV	1491	1517	1543	1568	1598	1625
V	1598	1625	1653	1682	1710	1738
VI	1710	1738	1767	1796	1823	1853
VII	1823	1853	1880	1910	1937	1966

Increment Policy

- (a) The service periods in the headings of the tables refer to service in the pay grade, except for employees who move to new pay grades by promotion or reclassification. Such employees will be treated as if they had the service indicated by the step at which they enter the grade.
- (b) Increments will be paid automatically on July 1st of each year. An employee must have completed three (3) months' service at the University to qualify for an increment.  
(It is understood that hourly rates shall be 1/152 of monthly rates).

ERRORS AND OMISSIONS EXCEPTED

WAGES: (HOURLY)

Effective April 1, 1980:

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
1	6.79	6.95	7.10	7.26	7.40	7.57
1 Intermediate	7.10	7.26	7.41	7.57	7.72	7.88
2	7.41	7.57	7.72	7.88	8.03	8.18
2 Intermediate	7.72	7.88	8.03	8.18	8.34	8.49
3	8.18	8.34	8.49	8.65	8.81	8.96
3 Intermediate	8.49	8.65	8.81	8.96	9.11	9.27
4	8.96	9.11	9.27	9.42	9.60	9.76
5	9.60	9.76	9.94	10.11	10.28	10.44
6	10.28	10.44	10.62	10.79	10.95	11.13
7	10.95	11.13	11.30	11.47	11.64	11.81

Effective April 1, 1981:

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
1	7.43	7.61	7.78	7.95	8.11	8.28
1 Intermediate	7.78	7.95	8.11	8.28	8.46	8.63
2	8.11	8.28	8.46	8.63	8.80	8.96
2 Intermediate	8.46	8.63	8.80	8.96	9.13	9.30
3	8.96	9.13	9.30	9.47	9.64	9.81
3 Intermediate	9.30	9.47	9.64	9.81	9.98	10.15
4	9.81	9.98	10.15	10.32	10.51	10.69
5	10.51	10.69	10.88	11.07	11.25	11.43
6	11.25	11.43	11.63	11.82	11.99	12.19
7	11.99	12.19	12.37	12.57	12.74	12.93

LETTER OF UNDERSTANDING

RE: SIGNING BONUS

*On the first pay period following the signing of the new Collective Agreement, the University shall pay those employees who are on the registers, a single payment of one hundred dollars (\$100.00) in addition to their regular salary.*

Signed on Behalf of the University  
of British Columbia:

Signed on Behalf of the Association  
of University and College Employees,  
Local 1 (U.B.C.):

Date: \_\_\_\_\_