

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. CARRIED.

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 Mc Aslan                    )  
Robert Gaytan                    ) That Article 26 Section 1 be ammended to  
                                  ) read: Definition: A statutory holiday  
                                  ) is any holiday recognized in the Univer-  
                                  ) sity Calendar as a day on which the Univer-  
sity is officially closed. Each employee shall be entitled to  
such holidays with pay at the regular rate for her/his regular  
hours of work (as defined in ARTICLE 28 - Hours of Work).  
CARRIED.

Dale McAslan                    )  
Regina Barzynska                ) That Article 26 Section 2 be ammended by  
                                  ) changing the opening sentence to read:  
                                  ) The University agrees to provide each  
                                  ) Employee with the following Statutory  
Holidays:, and by adding Heritage Day after New Year's Day to  
the list of Statutory Holidays.

Peggy Smith                    )  
Nancy Wiggs                    ) That the motion be ammended to add Inter-  
                                  ) national Women's Day to the list of Statu-  
                                  ) tory Holidays. DEFEATED.

Judith Neamtan                )  
Nancy Wiggs                    ) That the motion be ammended to include May  
                                  ) 1 as a Statutory Holiday. DEFEATED.

The original motion was CARRIED.

Dale McAslan                    )  
Robert Gaytan                    ) That Article 26 Section 3 be ammended to  
                                  ) read: Compensation for Statutory Holidays  
                                  ) falling on Scheduled Days Off: When a  
                                  ) Statutory Holiday falls on the regular  
weekly day off of an individual employee, she/he shall be granted  
an equivalent time off with pay at the regular rate for her/his  
normal hours of work (as defined in Article 28 - Hours of Work).  
CARRIED.

Dale McAslan                    )  
Mary Woodsworth                ) That Article 26 Section 4 be ammended to  
                                  ) read: Pay for Work on Statutory Holidays:  
                                  ) An employee who works on a Statutory Holi-  
                                  ) day shall choose either to be paid at the  
rate of double time plus a day off with pay at the regular rate  
for her/his regular hours of work (as defined in Article 28), or  
to receive an equivalent time off with pay or equivalent pay  
(e.g. 3 working days off or triple time pay). CARRIED.

Dale McAslan                    )  
Dick Martin                    ) That Article 26 Section 5a be added as  
                                  ) follows: A University Holiday is defined  
                                  ) as any day other than a Saturday, Sunday  
                                  ) or general (statutory) holiday on which  
the University is officially closed. Each employee shall be  
entitled to such holidays with pay at the regular rate for her/his  
regular hours of work (as defined in Article 28). 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.

The original motion was CARRIED.

Mary Woodsworth ) That Article 27 Section 6 be ammended to  
 Robert Gaytan ) change the date of posting of the vacation  
 schedule to March 1.

Pat Gibson ) That the motion be ammended to change the  
 Nancy Wiggs ) date to April 1. DEFEATED.

The original motion was DEFEATED.

Robert Gaytan ) That Article 27 Section 6 be ammended to  
 Dale McAslan ) read: The Employees shall draw up a vaca-  
 tion schedule by March 1 of each calendar  
 year. The schedule can be changed there-  
 after on the request of the employees. CARRIED.



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 allow-  
                                  ) ance, 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 vaca-  
tions 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 fur-  
ther shall be provided with photocopies of any documents upon  
request. The employee shall be responsible for the actual mini-  
mum cost of the photocopies. CARRIED.

Dale McAslan                )  
Robert Gaytan                ) That Article 23 Section 2 be ammended to  
                                  ) read: The University shall inform an em-  
                                  ) ployee of any internal or external reports  
                                  ) received which cause or may cause the  
employee to suffer: (a) termination of employment; (b) restric-  
tion of opportunity of promotion. Any employee so affected shall  
be given the opportunity to reply in writing, and/or have recourse  
through the grievance procedure. If successfully grieved, said  
reports will be removed from the file. CARRIED.

Dale McAslan                )  
Jack Gegenberg               ) That Article 23 Section 3 be added as fol-  
                                  ) lows: The University and the Union will  
                                  ) respect the provisions of the Personal  
                                  ) Information Reporting Act of B.C.  
CARRIED.

Nancy Wiggs                 )  
Heather McNeal              ) That the meeting be adjourned. CARRIED.