

University working conditions

The following is a comparison of working conditions for non-academic workers in several Canadian universities. On many campuses, conditions exist such as partial payment by administrations of hospitalization and medical care payments, which are pretty much the same for all the universities we have used here as samples. In such cases, we do not deal with those benefits, primarily for space reasons.

Also, for much the same reasons, we have not attempted to deal with each and every peculiarity of each and every contract.

Therefore, a minor shortcoming of the study is that contract details are not reported which deal with specific peculiarities applicable only to one campus.

What we present, then, is a comparison of basic sections of the respective collective bargaining agreement.

Provisions for "call-back" to work

SFU group	Min. Hours guaranteed	Rate of pay
SFU group	four hours	double time
SEIU	two hours	double time
NASA	1 hr. for travel, 1 hr guar.	time-and-a-half for time worked (not the travel time)

CUPE -no clause-

Vacations with pay

SFU Group 3 yrs

Vacations with pay 3 wks

Vacations with pay

SFU Group	3 wks after:	4 wks after	5 wks after:
SFU Group	3 yrs	12 yrs.	20 yrs
SEIU	1 yr.	15 yrs	---
NASA	1 yr.	20 yrs.	---
CUPE	---	1 yr.	---

Casual Leave Provisions

SFU Group	No. days allowed per year	Maximum time "bankable"
SFU Group	12 days	132 days
SEIU	12 days	no maximum
NASA	10 days	*not cumulative
CUPE	10 days	*not cumulative

*both of these groups, however, have good sick leave plans

Base Pay Rates

SFU Group (1970 rates)	\$3.12 for women, \$3.46 for men
SEIU	\$2.08 for men, \$2.27 for women
NASA	salaries start at \$274 per month
CUPE	salaries start at \$302 per month

University
Simon Fraser (SFU)
U. of Manitoba
U. of Alberta

Name of Bargaining Agent
Several different recognized unions bargain here
Service Employees International Union (S.E.I.U.)
Non-Academic Staff Association (NASA), an independent group

U. of Alberta
Students' Union Bldg.

Local 1368, Cdn. Union of Public Employees.

Bargaining Agent
SFU Group

Union members only may be employed (closed shop)

S.E.I.U.

Membership becomes compulsory after employment except for those working (maintenance before the agreement was signed of membership)

N.A.S.A.

same as above

C.U.P.E.

same as above

Bargaining Agent

SFU Group
SEIU
NASA

Overtime Pay Provisions

CUPE

double time after eight hours
double time after eight hours
single time the first hour, then time and a half
time-and-a-half first four hours, then double time

SFU Group
SEIU
NASA
CUPE

Pay For Work Done on Holidays
double time, plus a days holiday pay
triple time, plus a days holiday pay
single time, or a day off at a later date
double time, plus a days holiday pay

SFU Group
SEIU
NASA

Saturday & Sunday Work (unscheduled)
Saturday Sunday
double time double time
double time triple time
time-and-a-half or a day off at a later date
double time double time

CUPE

Meal allowance, when overtime is worked \$1.50
Coffee Breaks 2 10-min. each
SEIU \$2.00 2 15-min. each
NASA none 1 20min. total
CUPE actual cost of meal 2 20-min. each

Dr. P. J. Gaudet
Dr. D. G. Kot

OPTOMETRISTS

Office Phone 439-2085

201 Strathcona Medical
Dental Bldg.

8225 - 105th STREET
Edmonton, Alberta



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