

EFF.	92	07	01
TERM.	94	06	30
NO. OF EMPLOYEES	139		
NOMBRE D'EMPLOYÉS	139		



AGREEMENT

between

QUEEN'S UNIVERSITY
AT KINGSTON, ONTARIO,

and

KINGSTON TECHNICIANS'
UNION
C.U.P.E. LOCAL 254

July 1st, 1992 - June 30th, 1994

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TABLE OF CONTENTS		
ARTICLE 1.	DEFINITION	1
ARTICLE 2.	UNION RECOGNITION	4
ARTICLE 3.	NO DISCRIMINATION	6
ARTICLE 4.	THE EMPLOYER'S RIGHTS	7
ARTICLE 5.	RETIREMENT AGE	8
ARTICLE 6.	STRIKES AND LOCKOUTS	8
ARTICLE 7.	GRIEVANCES	9
ARTICLE 8.	ARBITRATION	11
ARTICLE 9.	HOURS OF WORK	12
ARTICLE 10.	SENIORITY.	14
ARTICLE 11.	LAY-OFF AND RECALL	16
ARTICLE 12.	CALL-IN PAY & OVERTIME	17
ARTICLE 13.	PAID HOLIDAYS	19
ARTICLE 14.	VACATIONS	21
ARTICLE 15.	STAFF BENEFITS	22
ARTICLE 16.	SICK LEAVE	28
ARTICLE 17.	UNION LEAVE'	30
ARTICLE 18.	BULLETIN BOARDS	33
ARTICLE 19.	COFFEE BREAKS	33
ARTICLE 20.	JOB POSTING	34
ARTICLE 21.	HEALTH AND SAFETY	36
ARTICLE 22.	UNIFORMS	37
ARTICLE 23.	UNION MANAGEMENT'	38
ARTICLE 24.	DISCIPLINE	38
ARTICLE 25.	POSITION DESCRIPTIONS, EVALUATIONS AND SALARY ADMINISTRATION	39
ARTICLE 26.	TECHNOLOGICAL OR OTHER CHANGES	45
ARTICLE 27.	EDUCATION & TRAINING.	46
ARTICLE 28.	TERMINATION	47
APPENDIX A	QUESTIONNAIRE	48
APPENDIX B	SEVERANCE PAY	50
APPENDIX C	EAP	51
APPENDIX D	SELF-FUNDED LEAVE PLAN	52
APPENDIX E	DENTAL PLAN	57
APPENDIX F	RESOLUTION	58
SCHEDULE A	SALARIES JULY - DEC. 1992	59
SCHEDULE B	SALARIES JAN. - JUNE 1993	64
SCHEDULE C	SALARIES JULY - JUNE 1993	69
SCHEDULE D	MUTUALLY AGREED AREAS	74

PREAMBLE

In recognition of our mutual interests this Agreement is entered into for the purpose of recording salaries, hours and working conditions and of establishing the means of settling amicably any differences or grievances which may possibly arise; and for the general purpose of facilitating and promoting the best operating and personal relationships of which we are jointly capable as members of the University community .

The parties are committed to the general principles of employment equity.

ARTICLE 1.

DEFINITION

1.01 Members of the Bargaining Unit as defined by this Agreement are all employees of Queen's University working in a technical capacity in any teaching or research laboratory, a shop related to a laboratory, or other related areas or other mutually agreed areas (as listed in Schedule D); save and except:

- persons who are employed for **17.5** hours or less in a week;
- supervisors, and those above the rank of supervisor, who would be excluded under the Ontario Labour Relations Act;
- persons who are presently covered by other collective agreements;
- persons employed as secretarial, clerical and administrative staff;
- persons employed whose primary function is to teach credit courses;
- persons employed on academic/adjunct appointments;
- persons for whom the possession of a graduate degree in science or engineering is a pre-determined job specification;

persons * who are employed to work on research programmes or projects in academic faculties under the direction of a Principal Investigator(s).

* It is understood by the University and the Union that persons employed to work on research projects or programmes may perform technical work for the University other than work of the research programmes or projects, though such work performed shall not become their primary work nor shall the work be permitted to violate the terms of the collective agreement. It is further understood that when a member of the bargaining unit performs work in support of a research programme or project, his/her position will not be removed from the bargaining unit.

Either party may ask for a review of any specific situation arising under this Article by the **Union-Management** Committee. If the matter is not resolved at this level it may be referred to the second stage of the grievance procedure. If the matter is not resolved through the grievance procedure it may be referred to a Board of Arbitration for decision.

Where the singular is used in the Agreement, it shall mean and include the plural where the context so implies. The parties to this Agreement state emphatically that all positions are available equally to male or female employees. This fact shall be stated clearly whenever a vacancy in these classifications is advertised.

1.02 *Term Appointments*

A term appointment is one in which the beginning and end dates of employment are clearly identified in the appointment letter.

It is agreed that employees employed on term appointments (hereinafter referred to as term employees) are covered by the terms of this Collective Agreement except for those Articles and conditions set out below:

- 1) It is agreed that there is no guarantee or commitment of employment to an employee beyond that which is identified in his/her appointment letter.
- 2) Term appointments normally are from three (3) months to one (1) year in length, though such an appointment may be for a longer period under special circumstances such as, Long Term Disability replacement.
- 3) Prior to hiring or renewing an employee on a term appointment, Human Resources staff will evaluate a job description submitted by the Department Head/Designate and determine the appropriate salary range and hiring salary in accordance with the Salary Administration provision of this Agreement. If the original appointment letter indicates a period of employment of more than twelve (12) months, or if the employee's actual period of employment in the same position exceeds twelve (12) months, the position description will be submitted for evaluation by the Joint Technical Position Evaluation Committee at the beginning of the Thirteenth month of employment. If this evaluation results in a salary increase, the increase shall be made effective to the beginning of the thirteenth month of employment.
- 4) Notwithstanding Article 20.01, term appointments of three (3) to six (6) months duration shall be posted on INFOQ and written notice sent to the Union.
- 5) For the purposes of seniority, term employees will not be considered as new employees if they are rehired within six (6) months of a previous termination. Their seniority will accumulate on the basis of actual time worked in the bargaining unit.
- 6) Notwithstanding Article 16, term employees shall be entitled to accumulate paid sick leave determined at the rate of two (2) days per calendar month of their appointment to a maximum of twenty-four (24) days.

- 7) Notwithstanding Article 11 (Layoffs and Recalls), in the event of a layoff the University will provide as much advance notice as possible to term employees. However, term employees shall not be entitled to recall rights.
- 8) Term employees shall not be covered by the following articles or clauses of the collective agreement:
Article 11.06, Article 11.07, Article 16.01, Article 16.02, Article 20.05, Article 25.03(d)

1.03 *Definitions*

A *continuing appointment* is an appointment that is confirmed by a letter from Human Resources in which no termination date is stated.

A *continuing term appointment* is an appointment that is confirmed by a letter from Human Resources in which the appointment is for a recurring fixed period of time, for example, September 1 to May 31 annually.

A *term appointment* is one in which the beginning and end dates of employment are clearly identified in the appointment letter from Human Resources beyond which there is no guarantee or commitment of employment to an employee.

A *designate* is a non-union employee assigned by the Department Head to act on his/her behalf for the purposes of this Collective Agreement. The Employer shall advise the Union of the names of the designates in each department from time to time in order to identify key contact persons for stewards.

ARTICLE 2.

UNION RECOGNITION

2.01 The Employer **recognizes** the Canadian Union of Public Employees and its Local 254, as the exclusive bargaining agent defined in Article 1, in respect of salaries, hours of work and other working conditions.

2.02 No person shall hold meetings, collect Union dues, solicit membership or conduct any other such Union activities during working hours on the property of the Employer except such activity as is specifically permitted by this Agreement.

2.03 The Employer shall deduct monthly Union dues from all employees covered in Article 1. Such dues shall be deducted from the monthly pay and shall be remitted to the Secretary-Treasurer of Local 254 together with two lists of the employees on whose behalf such Union dues are remitted, whenever possible before the end of the month. Dues will be deducted for the first month of employment if the starting date is anytime during that month. Dues will also be deducted from the last month of employment, regardless of termination date. A statement of Union dues will be included on employee T-4 slips.

Union membership is required as a condition of employment as of the date of July 1, 1981. Employees who are not Union members on that date do not have to join. All employees who are Union members as of that date must continue their membership.

2.04 The Employer shall provide the Union with a copy of the appointment letter (including salary) of each new employee in the bargaining unit not later than one (1) week after the starting date.

The Employer agrees that on the last Friday of the first month of employment and the last Friday of the sixth month of employment, all new employees shall be required to attend a meeting with two (2) members of the Union Executive to explain the function of the Union for a period not to exceed one (1) hour from the normal work day. Such employees attending this meeting plus the two members of the Union executive in attendance shall suffer no loss in wages. It is understood by the Union that where there is more than one new employee, the Union shall hold a common meeting for all such employees.

2.05 The Employer shall provide the Union in advance with the names of employees or of positions that it intends to terminate from the bargaining unit and the date of such terminations. If the termination is brought about by the removal of a position from the bargaining unit, prior discussions a month in advance must take place between the University and the Union. During these discussions the University will outline the reasons for this action and receive alternative proposals, if any, from the Union.

ARTICLE 3.

NO DISCRIMINATION

3.01 The Employer and the Union agree that neither they nor their agents shall discriminate against any employee, or intimidate, threaten, coerce or restrain **him/her** on the grounds of race, creed, colour, age, sex, marital or parental status, religion, nationality, place of residence, ancestry or place of origin, disability, union membership or non-membership or activity, family relationship, political affiliation or activities or sexual orientation.

3.02 *Sexual Harassment* The University **recognizes** that no employee shall be subject to sexual harassment. In this spirit, it agrees to notify all members of the Local of its commitment to this principle. Reference to sexual harassment includes Section **6(2)** of the Human Rights Code, and Sections **6(3)(a)** and **(b)** of the Human Rights Code. Harassment means engaging in a course of vexatious comment or conduct that is known, or ought reasonably to be known as unwelcome. In cases where sexual harassment may result in the transfer of a person, it shall be the harasser who is transferred, and the victim shall not be transferred against his/her will.

ARTICLE 4.

THE EMPLOYER'S RIGHTS

4.01 The Union **recognizes** the right of the Employer to manage the business in which it is engaged, to maintain order and efficiency, to hire, promote, transfer and to increase and decrease working forces provided that in carrying out these rights it does not violate the specific provisions of this Collective Agreement. Furthermore, the Union **recognizes** the right of the Employer to demote, suspend, discharge or otherwise discipline employees for just cause subject to the right of the employee affected to lodge a grievance as provided for in Article 7.

4.02 The Union further acknowledges that the Employer has the right to make and alter, from time to time, rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with the provisions of this Agreement.

4.03 Subject to the provisions of this collective agreement and in the interests of efficient operation, the Union agrees that the Employer may at any time, subject to reasonable notice to the Union, determine or change work schedules and assignments or methods. If there is a claim of discriminatory action by the Employer in this regard, the aggrieved employee may, if he/she so desires, make it the subject of a grievance in the manner hereinafter provided.

4.04 The Employer may engage students or other persons for summer and other temporary or special employment providing that such employment does not contravene any Article of the current collective agreement. Any employees engaged under this clause will automatically come under the jurisdiction of the Union once the period of employment exceeds three (3) months (four months for summer students).

No job in the bargaining unit will be performed by non-bargaining unit personnel for more than three (3) months (four months for summer students) in any twelve (12) month period. However, any member of the bargaining unit who has been laid off and had recall rights under Article 10.053 would have priority in filling those positions within the same department where the duties were previously carried out by members of the bargaining unit.

ARTICLE 5.

RETIREMENT AGE

5.01 The normal retirement age is the end of the month following the 65th birthday and employment after that age will be on a month-to-month basis.

5.02 The Employer will contact each employee approximately six (6) months prior to the employee's retirement to discuss and begin making the necessary arrangements for retirement. For purposes of information, the Union will receive notification of such impending retirements.

5.03 Should an employee retire early anytime after reaching the age of 55 and actually commences his or her pension and has at least ten (10) years of service, the University will continue to pay its share of the Queen's Supplementary Medical insurance premium until normal retirement date. Between age 55 and 60 the employee would pay his or her share of the above premium and between age 60 and normal retirement date the University would pay the employee's share of the cost.

ARTICLE 6.

STRIKES AND LOCKOUTS

6.01 The Union agrees that there will be no strikes and the University agrees that there will be no lockouts as long

as this Agreement continues to operate. The terms “strike” and “lockout” shall bear the meaning given them in the Ontario Labour Relations Act.

6.02 Should a strike or shutdown occur, the Union shall forthwith disclaim responsibility and shall, by means of a written notice, advise its members to carry out the terms of the Agreement.

ARTICLE 7.

GRIEVANCES

7.01 The Union shall elect or otherwise appoint a Grievance Committee, which shall be **recognized** by the University for the purpose of grievance adjustment. The Union shall advise the University of the names of the Committee as well as such changes in its personnel as may occur from time to time.

7.02 Any employee having a complaint should discuss the matter with his or her immediate supervisor. An employee, upon his or her request, may be accompanied by a member of the Grievance Committee during such discussions.

7.03 Any employee may present his/her complaint personally or may be represented or assisted by a member of the Grievance Committee. Such employee shall be entitled to examine documents pertinent to his/her personal complaint.

7.04 (Stage One) Any complaint that has not been dealt with to the satisfaction of the employee concerned may be presented as a written grievance to the Department Head/Designate within fifteen (15) working days of the circumstances giving rise to the grievance.

The Department Head/Designate shall, upon receipt of the grievance, schedule a meeting with the **grievor** and a representative of the Union to hear and discuss the

grievance. This meeting shall be held within ten (10) working days after receipt of the grievance. Following the meeting, the Department Head/Designate will give a written decision within three (3) working days.

7.05 (Stage Two) If the grievance is not resolved at Stage One, it may be presented to the Director of Human Resources or his/her designate within ten (10) working days after the Stage One decision has been received.

Upon receipt of the grievance, the Director of Human Resources or his/her designate will meet with the Grievance Committee, and representative of the Canadian Union of Public Employees, to discuss the matter. This meeting shall be held within ten (10) working days after the receipt of the grievance. A written decision on the grievance will be given within five (5) working days after the meeting.

7.06 The time limits specified in 7.04 and 7.05 may be extended by mutual consent. The parties agree that employees should not harbour grievances; they should bring them to the attention of the Employer without delay. Accordingly, it is agreed that no grievance shall be considered unless submitted in writing within fifteen (15) working days or as soon as the circumstances giving rise to the grievance are known.

7.07 Any difference arising directly between the Union and the Employer involving the interpretation or alleged violation of this Agreement which cannot otherwise be dealt with under this Article because of the inability or refusal of an employee to submit a grievance, or where the grievance affects a group of employees, or a department, or the University as a whole, may be submitted by the Union in writing, at the second stage, and dealt with as a proper grievance under the grievance procedure. Failing satisfactory solution within the time period spelled out in Article 7.06 such grievances may be referred to Arbitration.

Any such grievance, as described above, which refers to a matter involving only one department shall be submitted at Stage One to the Department Head/Designate of the department concerned.

ARTICLE 8.

ARBITRATION

8.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is **arbitrable**, or where an allegation is made that this Agreement has been violated, either of the parties may within two (2) months after exhausting the grievance procedure established by this Agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an arbitration board. The recipient of the notice shall, within five (5) days, advise the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five (5) days of the appointment of the second of them, appoint a third person who shall act as chairperson. If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairperson within the time limit, the appointment shall be made by the Minister of Labour for Ontario upon request of either party. The arbitration board shall hear and determine the difference or allegation and shall issue a decision, and the decision shall be final and binding upon the parties and upon any employee affected by it. The decision of a majority shall be the decision of the arbitration board but if there is no majority the decision of the chairperson shall govern. Each party shall pay its own costs and the fees and expenses of the chairperson shall be shared equally by the parties.

Subject to the provisions of section 46 of the Ontario Labour Relations Act, either party may request that the Minister appoint a single arbitrator.

ARTICLE 9.

HOURS OF WORK

9.01 The normal hours of **35** hours per week for all employees shall be on the basis of 7 hours per day Monday to Friday.

Subject to operational considerations and a review at least annually, flexible hours may be arranged with the mutual consent of the employee and the Department Head/Designate. An employee who is granted flexible hours, shall, at the requirement of the Employer, return to normal hours.

9.02 The normal hours for a department shall be identified as from **9:00** a.m. to **5:00** p.m. during the Winter Period and from **8:30** a.m. to **4:30** p.m. during the Summer Period (which shall be from the first Monday in May until approximately mid-September). When circumstances are such that the above schedule cannot be strictly adhered to, or when it would appear to be inadvisable **and/or** inexpedient to adhere strictly to it, Department Heads/Designates shall be allowed to arrange a mutually satisfactory schedule in which the minimum weekly hours (**35**) are distributed over the working days specified above in a different manner. In no case shall such a schedule provide for a normal starting hour earlier than **8:00** a.m. or a normal leaving time later than **6:00** p.m. - deviations outside these hours will be allowed only as overtime.

9.03 Throughout the year, where the operational needs of a department will permit, individual employees may make application to their supervisors for slightly different starting and finishing times. The requirement is that each department be staffed adequately during the basic hours set forth above. Starting times may be chosen which are as early as **8:00** a.m. and as late as **9:30** a.m. - finishing times as a result can vary from **4:00** p.m. to **5:30** p.m. Where conflict arises between two or more qualified employees who are able to perform the required work, the choice of the

senior employee shall be granted. The choices available must provide for the seven hour day as follows:

- i) 8:00 a.m. to 4:00 p.m.
- ii) 8:15 a.m. to 4:15 p.m.
- iii) 8:30 a.m. to 4:30 p.m. - Summer normal
- iv) 8:45 a.m. to 4:45 p.m.
- v) 9:00 a.m. to 5:00 p.m. - Winter normal
- vi) 9:15 a.m. to 5:15 p.m.
- vii) 9:30 a.m. to 5:30 p.m.

9.04 The lunch period will be one (1) hour scheduled between 11:00 a.m. and 2:00 p.m. (normally scheduled between 12:00 noon and 1:00 p.m.). During the summer period individual employees, with the approval of their department head, may choose a one-half hour lunch break.

9.05 It must be **emphasized** that, while Queen's University wishes to provide wherever possible some flexibility in working hours for the convenience of its employees, its first responsibility is to fulfil its functions as an academic institution. Each department must be open and adequately staffed during the basic working period and in some cases this may mean that individuals cannot be assigned the hours which they prefer.

9.06 The minimum weekly hours (35) shall be reduced by the appropriate number of hours in those weeks in which the paid holidays specified in Article 13 occur.

9.07 Where a department is required to work on a seven day schedule, the posted schedule will provide for not less than two weekends off during each three week period. However, because of the operational needs of Departments, such schedules may have to be revised occasionally and in order to consider the wishes of the employees, such changes will be made in consultation with a Union representative.

9.08 All scheduled hours of work on Saturday and Sunday shall be paid for at one and one-half (**1½**) times the employee's normal rate.

ARTICLE 10.

SENIORITY

10.01 For the purpose of calculating staff benefits, including vacations, service shall mean the employee's total length of unbroken service in the employ of the Employer.

10.02 For the purpose of transfer, promotion, demotion, layoff, or recall, service shall mean the employee's total length of service as a member of the bargaining unit whilst in the unbroken employ of the Employer.

10.03 Seniority shall mean the employee's length of service as defined in Article **10.02**.

10.04 If there is a break or breaks in an employee's service, his/her seniority shall be based on his/her length of unbroken service which shall have accumulated since his/her last rehiring by the Employer.

10.05 A break in an employee's service with the Employer shall be deemed to have occurred:

- 10.051** if he/she leaves the employ of the Employer;
- 10.052** if he/she is discharged for cause;
- 10.053** if he/she is laid off because of lack of work and is not recalled within twenty-four (**24**) months;

10.054 if an employee voluntarily leaves the bargaining unit to take another position within the University and subsequently returns to the bargaining unit after six (6) months or more, he or she will be regarded as a new employee without seniority;

If an employee agrees to be placed in a term University position outside the bargaining unit, he/she shall have the right to return to the bargaining unit for a period of one (1) year, or such period beyond one (1) year which may be **agreed** upon between the Union and the Employer.

10:055 if in any other manner he/she ceases to be employed by the Employer.

10.06 A new employee shall be regarded as a probationary employee until he/she has completed three (3) consecutive months service. A probation may be extended for an additional three (3) months by mutual agreement of the Employer and the Union. An employee will be officially notified in writing by his/her Department Head/Designate when he/she has successfully completed the probation period. A copy of this notification will be sent to the Union. For the purpose of staff benefits the employee's service shall be from the date of hiring. A probationary employee shall have all the rights under the provisions of this agreement except that he or she may be discharged by the Employer with or' without assigned cause and such discharge shall be open to review under the grievance procedure as set out in Article 7, but will not be open to review under the arbitration procedure in Article 8.

10.07 Where a University employee who is a member of C.U.P.E. Local 229 or 1302 is the successful applicant to a vacancy in this bargaining unit, that employee shall transfer his/her full seniority and service into the bargaining unit.

10.08 Any employee returning to the bargaining unit after a University-granted, special non-recurring leave of absence in excess of three (3) months will accumulate seniority based on the total time worked both before and after the leave of absence. If the leave referred to herein is of less than three (3) months, seniority continues to accumulate in the normal manner.

10.09 The Employer will provide the Union with a current seniority list of the employees in the bargaining unit, twice each year, on October 1st and April 1st. This list will be in mutually agreed-upon format and will show service date, as well as seniority date.

10.10 A transfer shall be defined as a movement to a new work assignment or new classification within the bargaining unit. A transfer will not result in a decrease in any individual's salary. If a transfer is declined by an individual, the provisions of Article 11.07 will be applied, and any resulting termination will be considered to be a lay-off.

ARTICLE 11.

LAY-OFF AND RECALL

11.01 In layoffs because of lack of work and recalls, preference shall be given to those employees with the longest service (as in 10.02) providing always that such employee or employees are competent to perform available work following a reasonable period of in house and on the job training.

11.02 There shall be no layoff from the bargaining unit until a reasonable attempt has been made to make the necessary reduction in the work force through attrition.

11.03 When it has been determined that lay-offs or involuntary transfers of staff are to take place the University and the Union shall meet to discuss the identification of the individual employee(s) involved.

11.04 In the event of a layoff, the Employer shall notify the Union of such layoff fourteen (14) days in advance of the required notice to employees.

The parties will then convene a special meeting of the Union/Management Committee to discuss the effect of the layoff *on* the bargaining unit.

11.05 All employees hired under the provisions of Article 4.04 would be the **first** to be laid off in the event that there is a need for reduction in the number of employees due to lack of funds or work.

11.06 The Employer shall provide written notice of layoff to employees affected at least three (3) months prior to the effective date of the layoff, or pay in lieu thereof. In the event of a disaster, the above notice or pay in lieu thereof shall be restricted to ten (10) days.

11.07 When an employee leaves the employ of the University as a result of this permanent lay-off, he/she will receive payment at his/her regular rate at the time of lay-off as is provided for in Appendix B - "Weeks of Severance Pay Allowance".

ARTICLE 12.

CALL-IN PAY AND OVERTIME

12.01 (Call-in) When an employee is called during his/her off-time to report immediately for a work assignment outside of his/her standard daily or weekly work schedule, it shall be called a call-in.

An employee responding to a call-in shall receive four (4) hours pay at straight time or the actual hours worked at time and one-half (double time if the call-in is on a Sunday or a Statutory holiday), whichever is greater.

The Employer will attempt to distribute call-ins among those employees on the call-in list who would normally perform the work.

12.02 (Overtime) All hours worked in excess of those referred to in Article 9.01 will be paid for at one and one-half times (1½) the employee's normal hourly rate except for overtime hours of work on Sunday and Statutory Holidays which will be paid at double time the employee's normal hourly rate.

Provided that three (3) working days advance notice is given that overtime work is required which is not an extension of normal daily hours, the minimum payment shall be three (3) hours at straight pay or the actual hours at time and one-half, whichever is the greater. Minimum payments will not apply if it is agreed by the employee(s) at the time that it becomes apparent that overtime is necessary that he/she would prefer to leave for a period before work recommences.

12.03 At the employee's option, provided that it is not in conflict with government legislation, time off may be taken, in lieu of payment, under Article 12, on the basis of the number of hours worked times the rate factor at a time mutually convenient to the employee and the Department Head/Designate. In scheduled situations, the employee must notify their supervisor, in advance, of their preference regarding pay or time off in lieu.

12.04 Compensable overtime must be in excess of thirty (30) minutes at any one time and have the prior authority of the Head of the Department or his/her designate.

12.05 Where possible, attempts will be made to distribute overtime among those employees who normally perform the work.

12.06 The Employer will not hire temporary help for short term work outside normal daily or weekly hours if this work can be accomplished efficiently by employees who are willing to work overtime for that purpose.

12.07 Employees working on other than Monday to Friday schedules will be paid at the rate of time and one-half for all hours worked on the first day of rest and double time *on* the second day of rest. Similarly, overtime on a third day of rest will be at time and one-half and double time on a fourth day of rest. However, should any overtime be worked on a Sunday it shall automatically be at double time.

Note All hours worked in excess of forty-four (**44**) hours per week must be paid for at least time and one-half in accordance with Provincial legislation with no option for time off in lieu thereof.

ARTICLE 13.

PAID HOLIDAYS

13.01 Each employee shall be paid at his/her regular rate of pay for time lost by him/her as a result of the Employer's observance of each of the following paid holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Sir John A. Macdonald Day (or Monday of Reading Week as designated by the Employer)

plus any other day as designated by the Employer for non-academic staff.

13.02 Should the day of observance of any of the holidays enumerated above fall within the period when an employee

is absent on a paid vacation, the employee affected shall receive an extra day's vacation with pay in lieu of payment for the paid holiday.

13.03 An employee who is required to work on any of the ten (10) paid holidays enumerated above shall, provided he/she is eligible to receive payment for such a holiday, be paid in addition for the time worked at two (2) times his/her regular hourly rate with a minimum of four (4) hours pay at straight time.

13.04 The University will allow employees the full time off between Christmas and New Year's Day inclusive. Employees will continue to receive their regular pay for those shifts which they would have been scheduled to work. Should an employee be scheduled to work on any of the days they normally would have worked (other than Christmas Day, Boxing Day, or New Year's Day), he/she will be paid in addition to his/her regular pay, time and one-half for the hours worked. Should an employee be scheduled to work on one of his/her regular off days during this shut-down period, they will receive overtime rates as outlined in Article 12.02. Alternatively, where operational requirements permit, an employee may choose to be compensated by taking the time and one-half as lieu time, at a mutually convenient time to the Employer and the employee.

13.05 When Christmas Eve falls on a normal working day, regularly scheduled hours will cease at noon that day. However, should Christmas Eve fall on a Monday the full day off will be granted. Furthermore, when New Year's Day falls on a Thursday, Friday January 2nd will be granted as an additional day off.

13.06 Should a holiday as designated in Article 13.01 fall on a Saturday or a Sunday an alternative day shall be designated by the Employer (except for Christmas Day, Boxing Day or New Year's Day where no alternative day will be designated unless it is New Year's Day falling on a

Sunday in which case it will be observed on Monday, January 2nd).

ARTICLE 14.

VACATIONS

14.01 Annual vacations with pay shall be granted in accordance with the following specific regulation:

14.02 Vacations with pay shall be computed on the basis of length of continuous service with the Employer as of June 30th in each year.

14.03 Vacation allowances are determined in accordance with the following table:

Continuous Service as at June 30th	Vacation Entitlement
less than 1 year	- 1 day for each completed month of service up to a maximum of 10 days
more than 1 year	- 15 days (3 weeks)
more than 3 years	- 16 days
more than 4 years	- 17 days
more than 5 years	- 18 days
more than 6 years	- 19 days
more than 7 years	- 20 days (4 weeks)
more than 10 years	- 21 days
more than 12 years	- 22 days
more than 14 years	- 23 days
more than 16 years	- 24 days
more than 18 years	- 25 days
more than 19 years	- 26 days
more than 20 years	- 27 days
more than 22 years	- 28 days
more than 24 years	- 29 days
more than 25 years	- 30 days

The above table shall apply to full-time employees. However, regular part-time and reduced responsibility employees shall be granted similar vacations at the salaries which they normally receive for regular part-time and reduced responsibility work.

14.04 If, during the twelve (12) months immediately preceding June 30th, an employee has been absent for a period or periods exceeding one (1) month, in each instance, his/her vacation shall be pro-rated for the period or periods worked since the preceding June 30th. However, for purposes of this paragraph, sick leave as defined in Article 16 shall not be treated as a period or periods of absence.

14.05 With the approval of the Department Head/Designate employees will be allowed to carry over unused vacation from one year to another provided that the request is made in writing prior to December 1 and it indicates the specific reason for the carry over.

14.06 The Employer shall make a sincere effort to grant vacations at times requested by the employee. Where all requests cannot be granted, preference will be given in order of seniority. However, the Employer shall not be required to grant a vacation at a time which would adversely affect the operation of the department. Vacation requests should be submitted before the time designated by the appropriate Department Head/Designate.

14.07 It is not the University's policy to pay employees in lieu of taking vacation time.

ARTICLE 15.

STAFF BENEFITS

15.01 The University maintains the master contracts or plan texts. Any employee may examine, borrow or photocopy these documents at any time by contacting Human Resources.

The Employer shall continue to make available to the employees the plans as outlined below in accordance with the policies and regulations for and regarding such plans as laid down by the Employer. Should it become necessary to amend or change any of the said plans, the Employer will discuss such amendments or changes with the Union. Furthermore, if there should occur any increase in the share of cost of these plans paid by the University, as outlined below, for any other group in the University, such changes would automatically apply to the employees covered by this Collective Agreement.

- a) Revised Pension Plan of Queen's University: the basic employee contribution (4.5% of normal basic earnings up to the Canada Pension Plan ceiling and 6% of normal earnings in excess of the CPP ceiling) will be matched by the University. The University's contribution to the Minimum Guarantee Fund shall be as determined by a valuation prepared by the Plan's actuaries. Such contribution shall be in accordance with the requirements of the Pension Benefits Act of Ontario and also shall not exceed the maximum amount that is permitted under the Income Tax Act.

Note: See Appendix F for Resolution of the 1.5% University Contribution to Minimum Guarantee Fund.

- b) Long Term Disability Income Plan (100% paid by employee).
- c) Group Life Insurance (55% paid by Employer and 45% paid by the employee).
- d) Queen's Supplementary Medical Plan (70% paid by Employer and 30% by the employee).
- e) Semi-Private Hospital coverage (100% paid by employee).

The University will supply each member with a copy of the Pension and Group Insurance Plans booklet.

15.02 The Employer will continue to make available on a compulsory basis to all eligible employees and dependents not covered by an alternate plan, a basic dental plan as described in Appendix E. The Employer agrees to pay **75 %** of the premium at current ODA rates minus one year.

15.03 Any new full-time continuing employees of C.U.P.E. Local 254 will be required, unless otherwise adequately covered, to enrol in the Long Term Disability Insurance Plan.

Leave of Absence with Pay

15.04 General

Apart from sickness it is **recognized** that important or unusual circumstances may make it necessary for a staff member to be absent from work for short periods of time. An emergency illness in the staff member's household, a father being present for the birth of his/her child, a medical or dental appointment or other such infrequent occurrence normally will not result in loss of salary.

15.05 *Death in the Family*

In the event of a death in an employee's immediate family, leave at full pay will be granted for a period of up to five (5) working days (this includes time for travel, attending the funeral and involvement in funeral arrangements and affairs).

15.06 *Moving*

With the approval of the Department Head/Designate, up to one day may be allowed off with pay for an employee who is moving from one residence to another and who is remaining in the employ of the University.

15.07 *Jury or Witness Duty*

Employees shall suffer no loss in wages while serving as subpoenaed witnesses or for jury duty during regular working hours. The Employer shall not deduct any payments that might be received for carrying out such

duties. In the case of serving as a subpoenaed witness, the employee is expected to report for work if there are three or more hours remaining on his/her shift.

15.08 Maternity

An employee who becomes pregnant may apply for maternity leave of absence. Unpaid leave shall be granted, regardless of length of service, upon written request. Paid maternity leave however, shall be granted upon written request if the employee has one (1) year or more of service and presently holds a current appointment of a year's duration or longer. The total maximum period of the maternity leave both before and after the termination of the pregnancy shall be seventeen (17) weeks. With at least three (3) weeks prior notice of a desire to return to work from maternity leave, the employee will be reinstated in her previous position or a comparable one with no loss of salary. During the last three (3) weeks prior to the employee's return to work, she shall be eligible to apply for any job posted during that three (3) week period.

During the paid maternity leave the following salary and benefits provisions will apply on the understanding that the employee is committed to return to work at the end of the maternity leave:

- a) the University will pay 95% of the employee's normal basic earnings for the first two (2) weeks of maternity leave;
- b) during the following fifteen (15) weeks of the maternity leave the employee will receive from the University a salary payment equal to the difference between 95% of the employee's normal basic earnings and the amount of unemployment insurance benefit the employee is receiving or expected to receive if she qualified for benefits;
- c) any period of maternity leave beyond the above seventeen (17) weeks shall be without pay;

- d) during the full period of maternity leave both the employee and the University shall continue to pay their respective shares of the costs of the benefit plans in which the employee is enrolled;
- e) eligible employees will receive the salary and benefits provisions specified above on the understanding that the employee is expected to work for the University for at least six (6) months following the date of her return from her paid maternity leave (including any additional leave such as parental leave or unpaid leave of absence);
- f) vacation credits will continue to accrue while a person is on maternity leave;
- g) all payments under this policy must be in accordance with the Sub-plan agreement that is filed by Queen's University with Canada Employment and Immigration pursuant to paragraph 57(13) of the Unemployment Insurance Regulations and the provisions of this collective agreement.

15.09 Parental Leave

Upon written request no later than one (1) month in advance of the date that the leave is scheduled to commence, an employee who has at least thirteen (13) weeks service shall be granted eighteen (18) weeks leave without pay. In cases where parental leave is an extension of maternity leave, the leave must commence at the point that the maternity leave ends. For fathers and adoptive parents, parental leave must commence within thirty-five (35) weeks after the child is born, or comes into the custody, care and control of the parent for the first time. The University shall continue to pay its portion of group benefits premiums and pension where the employee continues to pay his/her share.

15.10 Adoption Leave with Pay

An employee who adopts a child(ren) will be subject to the same rights and obligations as those specified for maternity leave with the following exceptions:

- a) the leave shall commence when the child comes into the custody, care and control of the employee;
- b) the duration of the paid leave shall be twelve (12) weeks; the University will pay 95% of the employee's normal basic earnings for the first two (2) weeks of adoption leave and during the following ten (10) weeks of adoption leave the employee will receive from the University a payment equal to the difference between 95% of the employee's normal basic earnings and the amount of unemployment insurance parental leave benefit the employee is expected to receive if he/she qualifies for benefits;
- c) any period of adoption leave beyond the above falls under the provisions of Parental Leave and Leave of Absence Without Pay. The total maximum leave for adoption shall be six (6) months;
- d) where both parents are employees of Queen's University, and an adoption takes place, only one paid leave will be granted under this policy. The parents may choose which one will apply for a paid leave of absence.

15.11 *Leave of Absence Without Pay*

Permission for a special leave of absence without pay may be granted after discussion between the Department Head/Designate and Human Resources, taking into account not only the merits of the individual's case but also the operational needs of the organization. When such leave is granted there is no accumulation of credit for vacation entitlement. In certain cases arrangements can be made for continuation of some staff benefit plans.

15.12 *Death of an Employee*

In the event of the death of an employee the University will arrange to pay the deceased's estate a lump sum equivalent to six (6) weeks of salary.

15.13 Moving Allowances

When the University hires a new employee from outside the Kingston area, where a person with such capabilities cannot be found within the University or in the local market, with prior approval, standard moving expenses will be provided as follows:

- a) Full cost of transporting self and family to Kingston plus reasonable cost for meals and lodging en route - if by private car at the prevailing University rate of 20 cents per kilometre or 32 cents per mile (unusual circumstances will be reviewed by Financial Services).
- b) Two-thirds of the reasonable costs of packing, unpacking, insurance and shipping of furniture and household effects.
- c) The maximum allowance from any geographic location is \$1,500. Claims for reimbursement are made through the employee's Department Head/Designate.

15.14 Travel Expenses

With prior approval, employees who are required to travel as part of their normal University job responsibilities will be reimbursed for reasonable expenses incurred under the procedures outlined in the University's Travel Policy.

15.15 Self-Funded Leave

As per Appendix D.

ARTICLE 16.

SICK LEAVE

16.01 Employees covered by this Collective Agreement are covered by the University's Sick Leave Plan which provides leave with regular pay for any bona fide absence due to illness or injury and regardless of length of service. The maximum period covered will be six months of continuous absence. Records of absence will be kept by the Employer.

16.02 An employee who falls sick prior to an announced date of layoff will be paid only up to such day of layoff. If a person is sick at the time of recall from layoff, sick leave will only be paid if the illness is the same continuing one that existed at the time of the layoff.

16.03 Sick Leave is defined as absence from work and performance of regular duties because of the employee's bona fide illness, injury, or quarantine through exposure to contagious disease.

16.04 An employee may, with prior warning, be required to provide a doctor's certificate certifying that the employee is medically unable to carry out normal duties due to illness.

It is understood that a dentist will be considered a doctor for the provisions of this Article.

16.05 An employee shall notify his/her non-union supervisor or designate as soon as possible on the first day of his/her absence due to illness. In the case of longer absences, progress toward recovery and expected date of return to work shall be reported to the non-union supervisor or designate at reasonable intervals.

16.06 Employees are expected to notify their non-union supervisor or designate as early as possible of their expected date of return to work.

16.07 Employees may be requested to provide the Employer with a doctor's note certifying that the employee has been in the care of a doctor and:

- i) that the employee is able to return to work on a full time basis without restriction;
- or
- ii) that the employee is able to return to work, with the nature and duration of any work restrictions described.

16.08 If during an employee's vacation, there should occur a serious illness or accident requiring **hospitalization** or confinement to bed for a period of five **(5)** days or more, and which is verified by a medical certificate, then sick leave may be substituted for vacation. Similarly, if the employee provided acceptable proof of entitlement to leave under Article **15.05**, leave for Death in the Family, such leave may also be substituted for vacation. The resulting unused vacation would then be rescheduled at a mutually convenient later date.

ARTICLE 17.

UNION LEAVE

17.01 Leave of absence without pay will be granted to employees elected or appointed to represent the Union at Union conventions and seminars. Such time shall not exceed fifteen **(15)** working days for any one individual or forty **(40)** working days for the bargaining unit in any one calendar year. Only one person out of any one department will be granted such leave at any one time. In addition two **(2)** employees will be granted leave of absence with pay for five **(5)** working days each to attend the biennial National Convention of the Canadian Union of Public Employees.

Notice of leave under this clause will be directed through Human Resources Department. A minimum of five **(5)** working days notice shall be given to the Employer from the Union when the Union is requesting leave under this clause.

17.02 The Employer **recognizes** the role of elected Union officials in labour management relations and shall not discriminate against them.

The Union **recognizes** that elected Union officials have duties to perform for the Employer and that the Union officials will not absent themselves from such duties unreasonably to attend to Union duties as outlined by the terms of this agreement. Union officials shall provide

adequate notice to their non-union supervisor of the need to attend to such union duties.

In consideration of this acknowledgement and undertaking, the Employer agrees that Union officers will not suffer a loss in pay for time spent in carrying out their normal functions as outlined in this agreement, as well as the following:

- 17.021** The Employer agrees to **recognize** and deal with a Union Grievance Committee of not more than three **(3)** employees including the Local Union President.
- 17.022** The Employer acknowledges the right of the Union to elect or otherwise appoint seven **(7)** Union Stewards, including the Chief Steward, for the purpose of assisting employees in the presenting of grievances to the Employer as set forth in this agreement.
- 17.023** It is understood and agreed that a Steward or a Grievance Committee member has his/her duties to perform for the Employer and that if it is necessary to investigate a grievance or attend a grievance hearing during working hours, he/she shall not leave his/her work without first requesting leave from his/her non-union supervisor or designate, which shall not be unreasonably withheld. The Steward or Grievance Committee member shall report back to their non-union supervisor or designate upon returning to work.
- 17.024** Any Union Steward or Grievance Committee member dealing with a grievance arising out of this Agreement, and not in his/her own department, shall request permission from the non-union supervisor or designate in that department before contacting any employee therein regarding a complaint or grievance.

Such permission shall not be unreasonable denied.

- 17.025** Union officials asked to serve on University committees, not otherwise covered by this agreement will normally be granted, subject to operational demands, leave with pay for the times which the committees are meeting. Union officers shall report back to their non-union supervisor or designate when the committee meeting is ended.
- 17.026** All requests for paid leave shall be submitted to the Employer as much in advance as possible.
- 17.027** No individual employee or group of employees shall undertake to represent the Union at meetings with the University without the proper **authorization** of the Union. In order that this may be facilitated, the Union shall keep the University informed at all times as to the names of its officials, and stewards and members who may be appointed or elected from time to time, to any committee or to the position of a local Union representative.
- 17.028** Leave with pay granted under this Article shall not extend beyond normal working hours.
- 17.029** The Employer agrees to **recognize** a Bargaining Committee consisting of not more than four (4) elected members, including the Local Union President, of the employees covered by this Agreement, for the purposes of the negotiation of this Agreement. The aforementioned committee shall be given two (2) days each of time off with pay to prepare the Union's proposals for collective bargaining.

17.03 An employee who is elected or selected for a full-time position with the Union or anybody with which the Union is affiliated, shall be granted leave of absence without pay and without loss of seniority for up to a period of one (1) year in the case of selection and up to two (2) years in the case of election. Such leave shall be without loss of benefits provided. that the University is reimbursed for the full premium of each benefit to be maintained. An employee will not be **granted** more than one such leave per year.

ARTICLE 18.

BULLETIN BOARDS

18.01 The Union shall be permitted the use of Departmental bulletin boards for the posting of notices concerning meetings of the Union and other Union business.

18.02 The Union agrees that it will not distribute or post any pamphlets, advertising or political matter, or any other kind of literature on the Employer's property, except as provided above.

ARTICLE 19.

COFFEE BREAKS

19.01 All employees will be allowed a fifteen (15) minute break in the morning and in the afternoon.

19.02 Each department will attempt to provide a suitable lunch or coffee break room or designate where such breaks may be taken.

ARTICLE 20.

JOB POSTING

20.01 Should a vacancy occur in a position covered by the terms of this Collective Agreement, the Employer will post a notice of such vacancy in the Gazette so that members of the bargaining unit will know of it, will be able to make written application, and will be given first consideration in filling such vacancies. Should a decision be made to revise the description of a posted position before hiring, the job will be **reposted**. Original applications will still stand unless an applicant withdraws. Each notice shall contain the following job description information: nature of the position, qualifications related to the needs of the job, required knowledge and education, ability and skills, hours of work and tentative hiring range.

Bargaining Unit members shall be given first consideration to a posted vacancy in the following order:

- 1) Employees whose positions have been declared redundant as outlined in Article 26.05;
- 2) Employees who hold continuing appointments;
- 3) Employees who hold term appointments.*

* It is agreed that bargaining unit members who hold term appointments at the date of signing of the renewal of the collective agreement shall maintain the same posting rights as employees who hold continuing appointments. Any new term employee after that date shall be subject to the job posting provisions described above.

20.02 When selecting an employee to fill a non-supervisory bargaining unit position, all available information will be used in order to determine which employee is qualified to fill the vacancy. The Employer will consider his/her qualifications and education (including those cases where courses are nearly completed but not as yet specifically attained) knowledge, ability to perform the normal requirements of the job satisfactorily and seniority.

Where the Employer considers that these qualifications are relatively equal between two or more applicants, seniority shall be the governing factor.

20.03 When selecting an employee to fill a position in the bargaining unit where supervisor responsibilities are an integral part of the job, seniority will be considered, **but** primary consideration will be given not only to job skills but also to personal qualities such as leadership, reliability, **judgement**, ability to **organize** and instruct and an understanding and display of the practice of good human relations.

20.04 An employee who holds a continuing appointment and who is the successful candidate for a posted term vacancy within the bargaining unit will require the approval of their Department Head/Designate in order to transfer to that term position. If approval is granted, that employee's continuing appointment will be held for him/her for the duration of the term appointment. At the end of the term appointment, the employee shall revert to his/her regular position.

If the ensuing term vacancy created by the above described transfer is voluntarily filled by a bargaining unit member, he/she shall not have the right of reversion to his/her regular position.

20.05 The successful applicant shall be placed on trial for a period of six (6) months from the time the new duties are assumed. Conditional on satisfactory performance during such a trial, promotion shall be confirmed after the six (6) month period. However, should there be indications that the employee may not be satisfactory in his/her new position, the employee will receive a written progress report at least one (1) month prior to the end of the trial period. Failure to provide such notification will mean that the employee is automatically confirmed in his/her new position. Should the successful applicant prove to be unsatisfactory during the aforementioned **familiarization** and training period, or if the employee wishes to revert after a minimum period of one

(1) month or if the Employer, the Union and the employee agree that the employee should revert, he/she shall be returned to his/her former or equivalent position without loss of seniority and at his/her former rate. Any employee, promoted or transferred because of the **re-arrangement** of positions, shall also be returned to his/her former or equivalent position without loss of seniority, and at his/her former salary rate. If an employee affected by such reversion has no former position to return to because of being a new hire then this employee will be treated in accordance with the terms of Articles 11.06 and 11.07.

20.06 An employee who has been transferred to a new position must serve at least six (6) months in that position. Nevertheless during this time period he/she may make application for job postings which offer him/her a promotional opportunity and, if he/she is the successful applicant, may be granted an exemption from the six-month restriction by mutual consent of his/her Department Head/Designate and the Union.

20.07 Prior to any public announcement in the Gazette each unsuccessful applicant to a posted position will be notified in writing.

20.08 The Union will receive from the Human Resources Department a semi-annual statistical report on job posting activity.

20.09 During the probationary or trial period a new employee shall be given the necessary instruction to become familiar with the job content and their new work environment.

ARTICLE 21.

HEALTH AND SAFETY

21.01 It is agreed that both parties hereto will participate and cooperate to the fullest possible extent in the prevention

of accidents and the promotion of safety and health at the University.

21.02 The University is governed by The Occupational Health and Safety Act, 1978, Statutes of Ontario, 1978, Chapter 83 and Ontario Regulation 658/79 as amended by O. Reg. 844/79. The Union will provide a representative on the Safety and Health Committee formed under Section 8 of the Act. This representative shall not suffer a loss in pay for time spent attending meetings of the Committee and carrying out duties as a worker representative.

ARTICLE 22.

UNIFORMS AND PROTECTIVE EQUIPMENT

22.01 Where a Department requires an employee to wear a uniform or laboratory coat it shall be the University's responsibility to supply and launder such clothing. The University shall also supply such protective equipment as it deems necessary.

22.02 The University will provide a subsidy of twenty-five dollars (\$25) toward the cost of purchasing safety footwear up to a maximum of two (2) pairs of shoes or boots per year. Employees who have been instructed to wear safety footwear while performing their normal work will receive a subsidy of seventy-five dollars (\$75) in the month of September for the purchase of one (1) pair of safety shoes or boots per year. If a second pair is purchased during the year, the employee will receive a twenty-five dollar (\$25) subsidy for such a purchase.

The University also agrees to pay twenty dollars (\$20) to an employee who buys safety lenses in his/her prescription glasses.

22.03 Printing Services employees will receive three (3) sets of work clothing (shirts and trousers) each contract year.

ARTICLE 23.

UNION MANAGEMENT COMMITTEE

23.01 It is agreed that a joint committee will be established with four (4) designated representatives from each of Union and Management. This Committee shall meet as required at a mutually convenient time and date. This Committee shall discuss matters of mutual concern, which matters may not necessarily be covered specifically by the terms of the Collective Agreement. In general, the purpose of the committee is to promote and improve the performance of operations in which the parties are engaged. This committee shall not have the power to add, amend, delete or change any part of the Collective Agreement.

Both parties will have the right to invite guests to meetings as required who can contribute constructively to items on the agenda.

Agendas of matters for discussion will be exchanged by the Union and the Employer at least five (5) working days prior to the meeting.

The Employer agrees to encourage the participation of Department Heads or designates whenever possible.

ARTICLE 24.

DISCIPLINE

24.01 Prior to attending a meeting with the Department Head/Designate at which discipline related to performance or misconduct and involving a written warning or suspension may be imposed, an employee is entitled to be notified of the nature of the problem which may result in such action and that he/she must be accompanied by a Union representative at that meeting. In the matter of a discharge, the employee shall be accompanied by a Union representative and the Union shall be notified of the time and date of such a meeting by the Department Head/Designate. A copy of any written warning, or notice of suspension or discharge shall be forwarded to the Union.

24.02 Should the employee wish to respond in writing to any written warning, such response shall become part of his/her record.

A disciplinary notation from an employee's record shall not be used against this person more than two (2) years after the date of issue.

Disciplinary measures should be appropriate to the infraction and the principles of progressive discipline.

24.03 Each employee has the right to review his/her personal file in the Human Resources Department.

ARTICLE 25.

POSITION DESCRIPTIONS, POSITION EVALUATIONS AND SALARY ADMINISTRATION

25.01 A description of each position under the jurisdiction of the Union will be prepared and maintained by each department and submitted for evaluation as required.

25.02 Position descriptions will be typed on the standard form (see Appendix A). Individuals in the positions will be encouraged to participate in the preparation of the descriptions. Each description will be reviewed and signed by the employee, the immediate supervisor and the Department Head/Designate. The supervisor and the Department Head/Designate in approving the description agree that the position has been adequately described. The employee may agree or disagree that the description is accurate, but must sign the description to indicate that he/she has read it. The description must be sent to Human Resources within seven (7) days of the last signature being added to it. Copies of approved position descriptions will be sent to the Union Office by Human Resources at the time that they are being distributed to the members of the Joint Technical Position Evaluation Committee.

25.03 Position descriptions will be submitted to the Human Resources Department for evaluation by the Joint Technical Position Evaluation Committee:

- a) when the duties of a position change substantially as referred to in Article 4.03. Questions concerning the need for this action should be addressed by the Department Head/Designate, supervisor or employee to the Chairperson of the Joint Technical Position Evaluation Committee.
- b) when a newly-created or substantially changed position is being posted for hiring. In this case a tentative position description will be submitted to the Chairperson of the Joint Technical Position Evaluation Committee who will determine an appropriate tentative salary range for hiring.
- c) when a Department Head/Designate requests a **re-evaluation** on his/her own behalf or on that of a supervisor or employee on the grounds of a conviction that an earlier evaluation was inappropriate.
- d) in between six (6) and nine (9) months after the start date of any appointment to a position in the bargaining unit or after a position comes within the jurisdiction of the bargaining unit.

Human Resources will notify the Department Head/Designate, the incumbent and the Union upon the evaluation of a job becoming five (5) years old and ask that the description be reviewed to see if it is still accurate and that it be updated and submitted for evaluation if it is not.

25.04 Effective January 1, 1985, in the case of a routine **re-evaluation** which results in a salary increase, the increase will be made effective as of the first of the month in which the last required signature was added to the job description. In the case where the evaluation was one required to be carried out by Article 25.03 (d), any resulting salary increase will be made retroactive to the date of the event which caused the evaluation. In the case where duties are formally changed as of a certain date, any salary increase

resulting from the subsequent evaluation of the changed position will be made effective as of the date the duties were changed. Such changes are those which would require notification under Article 25. In the case where the rating of a position was based on a tentative evaluation and the committee's evaluation was lower than the incumbent's salary will not be reduced.

25.05 The fact that a position is described as including certain duties and responsibilities does not restrict the Department Head/Designate or supervisor from changing those duties and responsibilities. In cases where an employee feels that the current description of his or her job is out of date, is being prepared for evaluation but is incomplete or inaccurate, that duties are being changed but not reflected in an updated job description or that unreasonable delay is being encountered in having a description forwarded for evaluation, the employee will notify the Union executive. A member of the Union executive and a member of Human Resources will meet with the employee and the Department Head or his/her designate to resolve the problem.

Position Evaluation

25.06 Position descriptions will be evaluated by the Joint Technical Position Evaluation Committee. The Committee will include three (3) members elected or appointed by the Union, two (2) members appointed by the University and a representative from the Human Resources Department who shall be Chairperson.

25.07 The length of service on the Committee by a Union member will be three (3) years, with one (1) member being replaced at an interval of not less than every one (1) year.

25.08 Union members of the Committee will participate without loss of pay and the cost of any training will be borne by the University.

25.09 Upon completion of the evaluation of a position, the Committee will assign a point rating to the position using the Hay Guide Chart System. This rating will be used in determining the appropriate salary ranges for the position. Results of position evaluations will be made available immediately to Department Heads/Designates and individuals in the affected positions.

Salary Administration

25.10 The Department of Human Resources will determine a minimum rate for each Union position using the position rating produced by the Joint Technical Evaluation committee.

25.11 Within the term of this agreement the salary range for each position will be from a minimum to a maximum (116 % of the minimum). No employee's salary will be lower than the minimum for his/her position, nor shall any employee whose salary is currently below the maximum be progressed beyond the maximum.

25.12 Steps will continue to be 3 % of the minimum salary rate.

25.13 Experience credit for new employees or for those being transferred or promoted to new positions will be determined by the Human Resources Department, in consultation with the Department Head/Designate. Evidence of previous employment may be requested from job applicants or present employees. For current employees credit will be as used in the distribution of anomalies funds in 1979 and 1980.

25.14 At the time of hiring into a position in the bargaining unit, new employees will be given-salary credit for previous experience at the rate of a one-half(X) step per year of relevant experience outside Queen's (to a maximum of one (1) step) and minimum of one (1) step per year of relevant experience at Queen's.

Upon promotion to a higher-rated position, when **re-evaluation** of a position results in a higher rating, or in the case of an employee voluntarily accepting a lower-rated position, the new salary will be set at the same **compa-ratio** in the new salary range as it was in the former salary range, so long as this is in accordance with Article **25.15**.

25.15 No salary adjustment will take place to any point beyond the maximum of the range. This Article is not intended to limit annual scale increases.

25.16 Each employee will be informed of the salary range for his/her job and the number of points assigned to the job by the Joint Technical Position Evaluation Committee. Such information shall also be supplied to the Union.

25.17 General information about salary ranges including minimum and maximum for a specific job may be published by either party to this agreement. Each member of management will receive detailed salary information concerning members of the bargaining unit for whom he/she is responsible and a general summary of salary information of the whole bargaining unit.

Full salary information concerning all members of the bargaining unit will be available to the Union.

25.18 The range steps for each job shall be set out in Schedule "A", "B" and "C" of this Agreement. Negotiated salary increases and increments shall be effective July 1 of each year or as otherwise specified in the Memorandum of Agreement.

Effective July 1, 1992:

i) Progression through the range shall be suspended.

Effective July 1, 1993:

ii) Each individual whose salary is below the maximum for his/her position will receive a step increase equal to 3.75 % of the minimum or to the maximum for the position, whichever is less.

25.19 Scale Increase

- i) Effective July 1, 1992, each individual will receive a scale increase of 1% of his/her salary.
 - ii) Effective January 1, 1993, each individual will receive a scale increase of .34% * of his/her salary.
 - iii) Effective July 1, 1993, after adjustments are made as described in Article 25.18, subsection (ii), each individual will receive a scale increase of 1.53% of his/her salary.
- * Monies arising out of the Pension issue resolution as described in Appendix F.

25.20 Increase in the Minimum

- i) Effective July 1, 1992, after adjustments are made as described in Article 25.19, subsection (i), the minimums and maximums will be increased by 1%. The formula for calculating the minimums is to be - evaluation points times \$53.85 plus \$18,312.
- ii) Effective January 1, 1993, after adjustments are made as described in Article 25.19, subsection (ii), the minimums and maximums will be increased by .34%. The formula for calculating the minimums is to be - evaluation points times \$54.04 plus \$18,375.
- iii) Effective July 1, 1993, after adjustments are made as described in Article 25.19, subsection (iii), the minimums and maximums will be increased by 1.53%. The formula for calculating the minimums is to be - evaluation points times \$54.86 plus \$18,656.

25.21 Acting pay is additional salary paid to employees who are temporarily assigned, by their supervisors, duties of a higher evaluated position which if included in the employee's job description would raise its evaluation.

When the assignment of these additional duties is for a period of less than two (2) months, the employee will be paid acting pay for each day in which the additional duties are performed, such pay to be at a rate equivalent to three (3) percent of their normal salary. Where it is foreseen that these duties will be performed by the individual for two (2) months or more a description of the individual's job, including these new duties, will be written and sent to the Chairperson of the Joint Technical Position Evaluation Committee for a tentative evaluation. In this case, the salary rate will be calculated as in Article 25.14.

Payment of additional funds will cease once the department no longer requires the individual to perform these additional duties.

25.22 The parties have agreed to consultation regarding possible future revisions to Article 25.

ARTICLE 26.

TECHNOLOGICAL OR OTHER CHANGES

26.01 The Employer agrees that before the University would ever contract out work currently performed by members of this bargaining unit the matter would be discussed at least sixty (60) days in advance with the Union to provide it with adequate opportunity for discussion, input and suggestion.

26.02 The Employer will notify the Union at least six (6) months before the introduction of any major technological change which will change the duties and the evaluation of the position held by any employee.

The Employer will report to the Union/Management committee as soon as possible, but not later than three (3) months after the notice being given, on the specific steps which will be taken to protect the employee concerned.

26.03 The Employer will notify the Union at least three (3) months before the introduction of any **organizational** or

operational change which will change the duties and the evaluation of the position held by any employee.

The Employer will report to the Union/Management Committee the specific steps which will be taken to protect the employees concerned from any adverse affects of the changes at least two (2) months prior to any of the changes being incorporated.

26.04 Should technological, **organizational** or operational change make it necessary for an employee to acquire additional or greater skills to perform the duties of his/her position or a new position created by the changes covered in Article 26.02 and 26.03, the affected employee will receive the required on-the-job training or, if the Employer deems necessary, training elsewhere up to one week in length at the expense of the Employer.

26.05 An employee who is displaced from his/her regular position because of technological, **organizational** or operational change will suffer no reduction in his/her normal earnings and will remain employed in a position covered by this collective agreement. The employee who is displaced will be considered automatically before posting any vacancy if the employee has the minimum required qualifications. The employee shall have the right to refuse to accept the first position offered under this Article. However, following one such refusal, the employee must accept the next vacant position for which he/she is qualified.

ARTICLE 27.

EDUCATION AND TRAINING

27.01 An employee, with the approval of his/her Department Head/Designate, and taking into consideration the operational requirements of the department, may attend one university credit course (or two half-courses) of his/her choice during working hours each year, and such privilege shall not be unreasonably denied. Attendance at lectures will be without loss of salary. Where the word "course" is



used it shall mean both full and half courses. The employee will be expected to complete all academic **requirements laid** down for the course. Employees who hold continuing appointments at Queen's and who successfully complete credit courses at Queen's are entitled to have their course fees paid by the University, unless they fail to complete the course. An employee need only to include their staff number on each of their registration forms and their fees will be deferred.

This same procedure of reimbursement will apply for any Queen's credit courses taken in the evening or by correspondence through the Department of Extension.

If a course is not successfully completed, the employee will be responsible for the payment of fees.

27.02 Where training is to be offered to an individual within the department, and where the Employer believes that two or more employees will have equal opportunity to apply such training in their regular duties, then the training will be offered to the appropriate employees in order of their seniority.

ARTICLE 28.

TERMINATION

28.01 This Agreement shall remain in full force and effect from July 1, 1992 to June 30, 1994. Either party to this Agreement, may, not more than ninety (90) days and not less than thirty (30) days prior to June 30, 1994 present to the other party in writing, proposed terms of a new or further agreement and/or amendments to this Agreement, and a conference shall be held within twenty (20) days at which time the parties will commence negotiations on the proposed amendments and/or terms of a new Agreement. Failing agreement by June 30, 1994 this Agreement and all its terms with the exception of Article 6 will continue in force and effect until a new agreement is reached.

APPENDIX A

Queen's University Technicians Position Description Questionnaire

Field of Work: Name:
(electronics, machinist, etc.)

Department: Date:

Immediate Supervisor:

1. Give a short summary of the duties and responsibilities of your job.
2. To fulfil your duties what knowledge, skills and **specialized** techniques are required? How would each normally be acquired? How long would it take to become proficient in each of the areas of your work?
3. Is it necessary in this position to oversee the work or to instruct other staff? If so, what does this involve?
4. What other people must you deal with in this job and why (i.e., is there direct contact with students, teaching staff, other departments, people outside the university community)?
5. How is your work assigned to you and how closely is your work ~~checked by someone~~ else?
6. a) Are the sorts of problems encountered in this job usually covered by established procedures or do you frequently have to develop or invent solutions to problems yourself?
b) Are you involved in establishing standard procedures (give examples)?
7. a) What is the size of your department (i.e., no. of classes for which you are involved with labs, no. of students, no. of staff you might come in contact with, no. of technicians in department)?
b) What kind of equipment or material are you responsible for? Are you solely responsible for and

- what is its approximate value?
8. **Give details of any unusual factors affecting this job, i.e. hazards, unusual working conditions, requirement for a high degree of manual dexterity, etc.**
 9. Do you have any general comments about this position which may not be covered by the preceding questions?
 10. Does the information provided on this questionnaire accurately describe the duties and responsibilities of your position?

Yes _____
No _____

Incumbent's Signature Date

Supervisor's Signature Date

Head of Department's Signature Date

This form must be sent to Human Resources within seven (7) days of the last signature being added to it.

APPENDIX B

WEEKS OF SEVERANCE PAY ALLOWANCE

Service in Years		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	A
Up to	Age	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	A
44	1.5	3.0	4.5	6.0	7.5	9.0	10.5	12.0	13.5	15.0	16.5	18.0	19.5	21.0	22.5	24.0	25.5	26.0	26.0	26.0	26.0
45	1.7	3.2	4.7	6.2	7.7	9.2	10.7	12.2	13.7	15.2	16.7	18.2	19.7	21.2	22.7	24.2	25.7	26.0	26.0	26.0	26.0
46	1.9	3.4	4.9	6.4	7.9	9.4	10.9	12.4	13.9	15.4	16.9	18.4	19.9	21.4	22.9	24.4	25.9	26.0	26.0	26.0	26.0
47	2.1	3.6	5.1	6.6	8.1	9.6	11.1	12.6	14.1	15.6	17.1	18.6	20.1	21.6	23.1	24.6	26.0	26.0	26.0	26.0	26.0
48	2.3	3.8	5.3	6.8	8.3	9.8	11.3	12.8	14.3	15.8	17.3	18.8	20.3	21.8	23.3	24.8	26.0	26.0	26.0	26.0	26.0
49	2.5	4.0	5.5	7.0	8.5	10.0	11.5	13.0	14.5	16.0	17.5	19.0	20.5	22.0	23.5	25.0	26.0	26.0	26.0	26.0	26.0
50	2.7	4.2	5.7	7.2	8.7	10.2	11.7	13.2	14.7	16.2	17.7	19.2	20.7	22.2	23.7	25.2	26.0	26.0	26.0	26.0	26.0
51	2.9	4.4	5.9	7.4	8.9	10.4	11.9	13.4	14.9	16.4	17.9	19.4	20.9	22.4	23.9	25.4	26.0	26.0	26.0	26.0	26.0
52	3.1	4.6	6.1	7.6	9.1	10.6	12.1	13.6	15.1	16.6	18.1	19.6	21.1	22.6	24.1	25.6	26.0	26.0	26.0	26.0	26.0
53	3.3	4.8	6.3	7.8	9.3	10.8	12.3	13.8	15.3	16.8	18.3	19.8	21.3	22.8	24.3	25.8	26.0	26.0	26.0	26.0	26.0
54	3.5	5.0	6.5	8.0	9.5	11.0	12.5	14.0	15.5	17.0	18.5	20.0	21.5	23.0	24.5	26.0	26.0	26.0	26.0	26.0	26.0
55	3.7	5.2	6.7	8.2	9.7	11.2	12.7	14.2	15.7	17.2	18.7	20.2	21.7	23.2	24.7	26.0	26.0	26.0	26.0	26.0	26.0
56	3.9	5.4	6.9	8.4	9.9	11.4	12.9	14.4	15.9	17.4	18.9	20.4	21.9	23.4	24.9	26.0	26.0	26.0	26.0	26.0	26.0
57	4.1	5.6	7.1	8.6	10.1	11.6	13.1	14.6	16.1	17.6	19.1	20.6	22.1	23.6	25.1	26.0	26.0	26.0	26.0	26.0	26.0
58	4.3	5.8	7.3	8.8	10.3	11.8	13.3	14.8	16.3	17.8	19.3	20.8	22.3	23.8	25.3	26.0	26.0	26.0	26.0	26.0	26.0
59	4.5	6.0	7.5	9.0	10.5	12.0	13.5	15.0	16.5	18.0	19.5	21.0	22.5	24.0	25.5	26.0	26.0	26.0	26.0	26.0	26.0
60	4.7	6.2	7.7	9.2	10.7	12.2	13.7	15.2	16.7	18.2	19.7	21.2	22.7	24.2	25.7	26.0	26.0	26.0	26.0	26.0	26.0
61	4.9	6.4	7.9	9.4	10.9	12.4	13.9	15.4	16.9	18.4	19.9	21.4	22.9	24.4	25.9	26.0	26.0	26.0	26.0	26.0	26.0
62	5.1	6.6	8.1	9.6	11.1	12.6	14.1	15.6	17.1	18.6	20.1	21.6	23.1	24.6	26.0	26.0	26.0	26.0	26.0	26.0	26.0
63	5.3	6.8	8.3	9.8	11.3	12.8	14.3	15.8	17.3	18.8	20.3	21.8	23.3	24.8	26.0	26.0	26.0	26.0	26.0	26.0	26.0
64	5.5	7.0	8.5	10.0	11.5	13.0	14.5	16.0	17.5	19.0	20.5	22.0	23.5	25.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0

This is the maximum number of weeks of severance pay actually paid at the date of termination. If prior written formal notice has been given, deduct 0.5 weeks for each full month of notice provided to a maximum of 3 weeks (6 months notice or more). If a person leaves after notification and before intended termination date, deduct 1 week for each month not worked (maximum 6 weeks).

APPENDIX C

1. E.A.P. Local 254 shall elect or appoint its representative to the joint E.A.P. administrative committee, established by the University, for the purposes of implementing and monitoring an Employee Assistance Program.

APPENDIX D
SELF-FUNDED LEAVE PLAN

General

1. Recent amendments to the Income Tax Act have allowed Queen's to establish a plan which will provide tax relief to Employees who wish to self-fund a leave of absence.
2. This document describes the general terms, and administration of a self-funded leave plan. The precise terms and conditions governing the plan are set out in a formal agreement which the Employee will be required to sign prior to joining the plan. In the event that the self-funded leave plan, as described in this document or in the formal agreement with the Employee, conflicts with the Income Tax Act or any other legislation, that legislation shall take precedence.
3. The plan is solely a means to fund a leave of absence. The provisions of the plan do not alter existing policies set out in the *Personnel Policy and Procedure Manual for Support Staff*, or the Collective Agreements between the University and its Bargaining Units.
4. Under this plan, a part of an Employee's salary entitlement for a specified period would not be paid to the Employee, but would be put into an interest-bearing trust fund. At the end of the specified period, the Employee would go on leave of absence and be paid the amount set aside in the interest-bearing trust. For example, under this plan, an Employee may work full-time for three years, but receive (and pay tax on) only 75% of his/her normal salary. The remaining 25% would be held in an interest-bearing trust for the Employee. In year four, the Employee would go on leave of absence and receive the amounts which has been set aside in the previous years. (The 75%/25% are used to illustrate how the program works.) The

Employee has many options for the deferred amount and the length of the leave. Restrictions on length of leave, the amount of salary deferral and deferral period are outlined in the following section *Terms and Conditions*.

5. The tax advantage to this program is that the Employee may earn income in one year, but not pay tax on that income until a subsequent year. Also, by receiving **75 %** of full-time salary for four years instead of **100 %** salary for three years, the Employee may possibly end up in a lower tax bracket and pay less total tax on the same total salary.

Terms and Conditions

1. The purpose of the plan is to fund a leave of absence. It is not intended to help fund a retirement or other permanent separation from the University. Upon completing the leave of absence, the Employee must return to the University for a period equal to or greater than the duration of the leave.
2. Deferral of salary may not exceed **33.33 %** of earned salary. The Employee may defer any fraction which is less than this percentage. The deferred amount will be held in trust by the Bank of Montreal in the name of the Employee. Interest, based on the Bank of Montreal Savings Account rate, will be paid to the Employee at the end of each calendar year. The interest received is taxable and the amount will be reported to the individual's personal tax return for that year even though he/she has not received payment. The amount of interest earned will be reported to the Employee on a **T5** form each year.
3. The leave must be at least six (**6**) months, and no longer than one (**1**) year. The leave must start within six (**6**) years of the date of the **first** deferral.
4. During the years that an Employee is participating

in the self-funded leave plan, **UIC** and **CPP** must be based on actual earnings which, using our earlier example, would be **75%**. Life insurance benefits may be based and supported by the University on nominal earnings (**100%**). Supplementary Medical and Semi-Private **Hospitalization**, because they are flat rates, will remain the same and will continue to be supported by the University. Long Term Disability benefits will be based on nominal earnings, so that if an individual were to become disabled during the deferral period of their leave, then full salary would be insured. Premiums will continue to be paid in full by the Employee. An Employee may also have the choice of contributing to the pension plan, based on their nominal or actual salary for the full term of the program (if allowed by Revenue Canada), with continued University support. Arrangements must be made before the leave for an Employee to pay his/her share of the premiums for their chosen benefit coverage.

5. Leaves must be taken at the end of the deferral period. The Employee may not, for example, take a leave in year two and then pay the University back over the next three years.
6. During the leave, the individual may not be employed by the University in any capacity, even if that employment is casual and unrelated to his/her normal duties.
7. It is expected that an individual will continue to be committed to his/her plan for self-funded leave. However, in the case of unforeseen or extenuating circumstances, an Employee may withdraw from the plan prior to taking his/her leave of absence, provided that he/she **notifies** the Department Head/Designate and the Plan Administrator in writing. The accumulated salary deferral less required tax withholdings plus current year accrued interest will be returned to the Employee upon withdrawal. Withdrawal from the plan does not

prevent the Employee from entering a new plan at a later date.

Eligibility

1. The plan is available to all Union and Non-Union support staff with a continuing appointment with the University.

Application Process

1. Initial approval must be given by the Employee's Department and final approval given by the appropriate Dean or Vice-Principal. Denial at either stage shall not be considered a violation of the agreement. However, approval will not be unreasonably denied.

Other Matters

1. On return from leave, an Employee shall be assigned to the same position, or an alternative position mutually agreeable to the Employee and the University at the same level as that held prior to going on leave. An Employee participating in this plan shall not suffer a penalty in compensation or benefits should a delay be caused by the University in returning the Employee to their former position or an alternate position after the completion of their leave.
- * 2. An Employee participating in the plan shall be eligible, upon return from leave, for any automatic increase in salary that would have been received had the leave not been taken. Vacation entitlement shall not accumulate, but service credit will continue to accrue during the time spent on leave. If an individual becomes ill, no sick leave will be charged during the duration of the leave - sick leave will commence on the individual's return date.

3. If an individual becomes pregnant prior to taking her leave, she may opt out of the plan, continue with the plan, remain in the plan, but stop contributions while on maternity leave and experience a smaller accumulation amount in her account, or she may extend the deferral period.
4. Should an Employee die while participating in the plan, any balance in the Employee's account at the time of death shall be paid to the Employee's estate.
5. An Employee shall assume the responsibility of making himself/herself aware of the implications of the plan related to its effects on pension provisions and income tax. Those wishing to participate in the last five (5) years before retirement should take care to look into the implications of doing so.
6. Participation in the plan shall not enlarge or establish any rights to employment with the University which the member did not formerly possess as an employee of the University.
7. No amendment to the plan initiated by the University shall operate to reduce the benefits accruing to Employees who are enrolled in the plan at the time of amendment.
8. This plan is administered by Human Resources. Questions regarding this policy should be addressed to Human Resources and questions regarding pension and benefits should be addressed to the Office of Pension and Benefits.

Regulations governing this plan are available on request.

This plan remains in effect from July 1, 1992 until June 30, 1994.

APPENDIX E

DENTAL PLAN

As of July 1, 1988 a dental plan, underwritten by Canada Life, will be in effect for all eligible employees and dependents. This includes employees who are either full-time, part-time with continuing appointments, term appointments of more than one (1) year, or a Reduced Period of Responsibility appointment. Eligible dependents include spouse and children under 21, or under age 25 if in school.

- oral examinations (one per six months)
- dental X-rays (bitewings twice per year, full mouth once per 24 months)
- scaling and polishing (two per year)
- fluoride twice and oral hygiene instructions (once per six months)
- space maintainers for children under 13
- pit and fissure sealants for children (ages 6 to 16)
- amalgam, silicate, acrylic or composite fillings
- retentive pins and cement restorations
- stainless steel and polycarbonate crowns for children under 13
- minor surgical extractions and miscellaneous surgical procedures
- anaesthesia and sedative dressings
- endontic services (root canal therapy)
- periodontal services (treatment of gum disease)
- denture adjustments, repairs, relining and rebasing

Remember this is a basic plan and does not cover such dental expenses as major restoration work including denture installation or replacement nor is there any coverage for orthodontic work.

APPENDIX F

RESOLUTION OF TEE **1.5%** UNIVERSITY
CONTRIBUTION TO THE **MINIMUM** GUARANTEE
FUND

- a) **.66%** contribution to the Money Purchase component of the pension plan as approved by the Pension Board on December 4, 1992;
- b) An additional **.50 %** added into the Money Purchase component of the pension plan;
- c) Effective January 1, 1993 all salaries shall be increased by **.34%** and 1992-1993 salary ranges will be adjusted by **.34%** accordingly.
- d) Effective the first possible payroll after the signing of the Collective Agreement, all employees in the bargaining unit shall receive a lump sum payment equal to **.32%** of the C.U.P.E. Local 254 1992 payroll divided by the number of employees in the bargaining unit, representing the difference between contributions of **1.5 %** plus matching employee contributions over actual contributions made by the University in 1992.
- e) Effective January 1, 1992, annual University contributions to the Minimum Guarantee Fund will be made from the surplus.

SCHEDULE A

**Technicians Union Salary Ranges
July 1, 1992 -December 31, 1992**

POSITION	TITLE	EVAL.	PTS	MIN	MAX	RANGE STEP SIZE
ANATOMY						
02323	GROSS ANATOMY TECHNICIAN	1992-05-20	228	30,590	35,484	918
02326	ELECTRON MICROSCOPY TECHNICIAN	1988-04-27	353	37,321	43,292	1,120
10320	SENIOR ANATOMY TECHNICIAN	1990-10-17	372	38,344	44,479	1,150
ANIMAL CARE SERVICE						
02850	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,051	34,859	902
02855	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,051	34,859	902
02848	ANIMAL CARE TECHNICIAN	1990-09-12	291	33,982	39,419	1,019
02847	SENIOR LABORATORY ANIMAL TECHNICIAN	1991-03-20	308	34,898	40,482	1,047
02854	LABORATORY ANIMAL TECHNICIAN	1993-03-17	233	30,859	35,796	926
BIOCHEMISTRY						
02400	LABORATORY TECHNICIAN	1990-04-04	353	37,321	43,292	1,120
BIOLOGY						
01055	TAXIDERMIST	1979-03-01	210	29,621	34,360	889
01056	GREENHOUSE TECHNICIAN	1992-05-15	282	33,498	38,858	1,005
BIOMEDICAL ENGINEERING UNIT						
02524	ELECTRONIC TECHNICIAN	1993-02-10	275	33,121	38,420	994
02525	ELECTRONIC TECHNOLOGIST	1991-01-23	314	35,221	40,856	1,057
13296	ELECTRONIC TECHNOLOGIST	1990-09-12	314	35,221	40,856	1,057
MACHINERY						
03023	MACHINE SHOP SUPERVISOR	1990-05-16	298	34,359	39,856	1,031
03019	CHEMICAL TECHNOLOGIST	1990-09-19	314	35,221	40,856	1,057
03020	ELECTRONICS TECHNICIAN	1990-09-12	314	35,221	40,856	1,057
CHEMISTRY						
01119	STORESPERSON	1990-10-17	200	29,082	33,735	872
01118	CHIEF STORESPERSON	1987-03-30	261	32,367	37,546	971
01112	MACHINIST TECHNICIAN	1991-01-23	282	33,498	38,858	1,005
01124	VISUAL COMMUNICATIONS TECHNICIAN	1991-09-24	282	33,498	38,858	1,005
01113	INSTRUMENT TECHNICIAN	1989-06-29	298	34,359	39,856	1,031
01110	ELECTRONICS TECHNICIAN	1990-06-12	314	35,221	40,856	1,057
01117	CHEMISTRY TECHNOLOGIST	1987-04-28	314	35,221	40,856	1,057
01120	CHEMISTRY TECHNICIAN	1987-02-17	314	35,221	40,856	1,057
01121	CHEMISTRY TECHNICIAN	1987-02-17	314	35,221	40,856	1,057
01123	CHEMICAL TECHNOLOGIST	1990-12-19	314	35,221	40,856	1,057
01125	CHEMISTRY TECHNICIAN	1987-04-28	314	35,221	40,856	1,057
01126	ELECTRONICS TECHNICIAN	1986-03-03	323	35,706	41,419	1,071
01116	CHEMISTRY & ELECTRONICS TECHNICIAN	1988-08-15	332	36,190	41,980	1,086
01115	CHIEF ELECTRONIC TECHNOLOGIST	1991-03-14	372	38,344	44,479	1,150
01111	GLASSBLOWER	1990-06-08	393	39,475	45,791	1,184
CIVIL ENGINEERING						
03054	CIVIL TECHNICIAN	1992-03-25	282	33,498	38,858	1,005
03055	ASPHALT AND CONCRETE TECHNICIAN	1987-04-15	223	30,321	35,172	910
03059	WELDER/TECHNICIAN	1990-10-17	282	33,498	38,858	1,005
03060	CARPENTER/TECHNICIAN	1991-05-22	261	32,367	37,546	971
03056	INSTRUMENTATION/ELECTRONICS TECHNOLOGIST	1992-06-04	314	35,221	40,856	1,057

SCHEDULE A continued

03061	ELECTRONICS TECHNOLOGIST COMMUNICATIONS SERVICES	1990-10-17	323	35,706	41,419	1,1
13006	ELECTRONICS TECHNICIAN	1991-05-22	252	31,882	36,983	9
11346	ELECTRONICS TECHNICIAN	1991-05-22	256	32,098	37,234	
09247	ELECTRONICS TECHNOLOGIST	1991-05-22	314	35,221	40,856	1,0
09244	SENIOR TECHNICIAN COMPUTING AND COMMUNICATIONS SERVICE	1991-05-22	332	36,190	41,980	1,0
11423	COMPUTING SYSTEMS TECHNICIAN	1992-03-12	252	31,882	36,983	9
12754	ELECTRONICS TECHNICIAN	1992-02-12	314	35,221	40,856	1,0
04881	ELECTRONICS TECHNICIAN	1992-03-12	314	35,221	40,856	1,0
10076	ELECTRONIC TECHNICIAN	1992-03-12	314	35,221	40,856	1,0
	ELECTRICAL ENGINEERING					
08995	ELECTRONICS TECHNOLOGIST	1990-12-13	314	35,221	40,856	1,0
03119	ELECTRONICS TECHNOLOGIST	1990-12-13	314	35,221	40,856	1,0
03117	ELECTRONICS TECHNOLOGIST	1991-10-30	372	38,344	44,479	1,1
03118	ELECTRICAL TECHNOLOGIST	1991-09-24	314	35,221	40,856	1,0
	FACULTY OF EDUCATION					
04334	EDUCATIONAL RESOURCES TECHNICIAN	1992-06-29	323	35,706	41,419	1,0
04232	GRAPHICS ARTIST	1987-10-01	275	33,121	38,420	9
04233	AUDIO/VISUAL TECHNICIAN	1988-01-01	275	33,121	38,420	9
04234	ELECTRONICS TECHNICIAN	1988-06-08	275	33,121	38,420	9
	FACULTY OF MEDICINE					
10084	BUILDING OPERATIONS ASSISTANT FILM STUDIES	1992-12-08	186	28,328	32,860	8
01359	TECHNICIAN	1992-06-16	275	33,121	38,420	9
	GEOGRAPHY					
01479	CARTOGRAPHIC DRAUGHTSMAN	1987-04-28	282	33,498	38,858	1,0
01483	AUDIO/VISUAL CONSULTANT	1985-06-21	282	33,498	38,858	1,0
	GEOLOGICAL SCIENCES					
01529	CURATOR	1991-11-27	190	28,544	33,111	8
01526	POLISHED SECTION TECHNICIAN	1987-05-04	233	30,859	35,796	9
01523	THIN SECTION TECHNICIAN	1991-11-27	256	32,098	37,234	9
01524	TECHNICIAN, ANALYTICAL CHEMISTRY	1991-11-27	314	35,221	40,856	1,0
10000	GEOPHYSICS ELECTRONICS TECHNICIAN	1988-01-01	323	35,706	41,419	1,0
01531	ELECTRON MICROPROBE AND COMPUTING FACILITY TECHNOLOGIST	1987-12-01	353	37,321	43,292	1,1
08906	CURATOR	1992-04-15	372	38,344	44,479	1,1
	MATERIALS AND METALLURGICAL ENGINEERING					
03191	MACHINIST TECHNICIAN	1989-05-25	275	33,121	38,420	9
03186	SUPERVISOR, MACHINIST TECHNICIAN	1989-05-25	372	38,344	44,479	1,1
03188	TECHNOLOGIST	1991-10-30	314	35,221	40,856	1,0
	MECHANICAL ENGINEERING					
03169	MACHINIST TECHNICIAN	1990-03-07	289	33,875	39,295	1,0
11467	MACHINIST TECHNICIAN	1990-03-07	289	33,875	39,295	1,0
03165	MACHINIST TECHNICIAN	1991-09-24	298	34,359	39,856	1,0
03163	ELECTRONICS TECHNICIAN	1990-03-07	323	35,706	41,419	1,0
03167	MECHANICAL TECHNICIAN	1990-03-07	323	35,706	41,419	1,0
	MEDICAL ART AND PHOTOGRAPHY SERVICE					
02913	MEDICAL ILLUSTRATOR	1991-10-10	275	33,121	38,420	9
	MICROBIOLOGY AND IMMUNOLOGY					
02355	LABORATORY TECHNICIAN	1989-09-12	372	38,344	44,479	1,1
	MINING ENGINEERING					
08849	TECHNICIAN	1992-05-20	223	30,321	35,172	91

SCHEDULE A continued

03217	LABORATORY SUPERVISOR MODERN LANGUAGE LABORATORY	1985-09-30	372	38,344	44,479	1,150
02103	LANGUAGE LAB TECHNICIAN	1991-10-10	223	30,321	35,172	910
OCCUPATIONAL HEALTH AND SAFETY						
10172	SAFETY TECHNICIAN (HAZARDOUS MATERIALS)	1992-10-27	323	35,706	41,419	1,071
09498	SAFETY TECHNICIAN (FIRE SYSTEMS)	1992-10-27	256	32,098	37,234	963
09502	BIOHAZARD SAFETY TECHNICIAN	1990-05-23	256	32,098	37,234	963
09499	FIRE SAFETY COORDINATOR	1991-04-17	291	33,982	39,419	1,019
PATHOLOGY						
02593	LABORATORY TECHNOLOGIST	1992-03-12	353	37,321	43,292	1,120
02595	LABORATORY TECHNICIAN	1988-03-29	353	37,321	43,292	1,120
PHYSICS						
01853	STORESKEEPER/CRYOGENICS TECHNICIAN	1993-02-10	228	30,590	35,484	918
01851	ELECTRONICS TECHNICIAN	1988-03-30	282	33,498	38,858	1,005
01852	ELECTRONICS TECHNOLOGIST	1993-02-10	245	31,505	36,546	945
01850	ELECTRONICS TECHNOLOGIST	1992-11-26	314	35,221	40,856	1,057
01854	CHIEF TECHNOLOGIST	1992-05-20	372	38,344	44,479	1,150
13408	PHYSICS TECHNOLOGIST	1990-05-16	314	35,221	40,856	1,057
PHYSIOLOGY						
02692	MACHINIST/PHYSIOLOGY WORKSHOP TECHNICIAN	1986-11-24	261	32,367	37,546	971
02690	LABORATORY TECHNICIAN	1991-09-24	314	35,221	40,856	1,057
02688	LABORATORY TECHNICIAN	1986-03-03	353	37,321	43,292	1,120
PRINTING SERVICES						
09220	BINDERY TECHNICIAN	1990-11-21	156	26,713	30,987	801
09225	BINDERY TECHNICIAN	1990-11-21	156	26,713	30,987	801
09219	PRINTING TECHNICIAN	1990-11-21	156	26,713	30,987	801
09221	PRINTING TECHNICIAN	1990-11-21	195	28,813	33,423	864
09226	PRINTING PRESS OPERATOR	1990-11-21	190	28,544	33,111	856
09228	OFFSET PRESS AND PHOTOCOPY TECHNICIAN	1990-11-21	190	28,544	33,111	856
09231	PRINTING PRESS OPERATOR	1990-11-21	190	28,544	33,111	856
09218	PRESS OPERATOR	1990-11-21	233	30,859	35,796	926
09224	SENIOR PRESS OPERATOR	1990-11-21	268	32,744	37,983	982
PSYCHOLOGY						
11892	GENERAL TECHNICIAN	1988-06-08	165	27,197	31,549	816
02026	GRAPHICS/PHOTOGRAPHY TECHNICIAN	1991-02-20	282	33,498	38,858	1,005
02024	MACHINIST	1991-04-17	261	32,367	37,546	971
02023	ELECTRONICS TECHNOLOGIST	1990-06-22	323	35,706	41,419	1,071
02027	ELECTRONICS TECHNOLOGIST	1992-10-27	323	35,706	41,419	1,071
QUEEN'S TELEVISION						
04967	ASSISTANT PRODUCTION DIRECTOR	1991-10-10	275	33,121	38,420	994
04968	ELECTRONICS TECHNICIAN	1992-12-08	210	29,621	34,360	889
04971	MEDIA TECHNICIAN	1992-11-26	210	29,621	34,360	889
04972	ELECTRONICS TECHNICIAN	1988-03-30	233	30,859	35,796	926
04969	PRODUCTION SUPERVISOR	1980-01-01	323	35,706	41,419	1,071
SCHOOL OF BUSINESS						
02254	TECHNICIAN	1983-03-25	190	28,544	33,111	856
SCHOOL OF MUSIC						
12833	AUDIO-VISUAL INSTRUMENTS TECHNICIAN	1992-11-24	223	30,321	35,172	910

SCHEDULE A continued

SCHOOL OF PHYSICAL AND HEALTH EDUCATION						
01783	ELECTRONICS TECHNICIAN	1992-03-30	314	35,221	40,856	1,0
SCHOOL OF REHABILITATION THERAPY						
14584	LABORATORY ASSISTANT	1992-03-12	190	28,544	33,111	8:
SURGERY						
07941	CHIEF TECHNICIAN	1991-05-10	251	31,828	36,920	9:
08998	RESEARCH ASSOCIATE	1991-04-17	393	39,475	45,791	1,1:
VISUAL ARTS CENTRE						
03249	TECHNICAL ILLUSTRATOR	1991-10-30	282	33,498	38,858	1,0
03250	GRAPHIC DESIGNER/ILLUSTRATOR	1991-10-30	333	36,244	42,043	1,0

SCHEDULE A continued
Technicians Union Salary Ranges
July 1, 1992 - December 31, 1992
Reflecting Pay Equity Adjustments

ANATOMY	02322	HISTOLOGY TECHNICIAN	1992-05-20	228	32,528	37,732	976
	02838	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	34,898	40,482	1,047
	02831	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	34,898	40,482	1,047
	02832	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	34,898	40,482	1,047
	02833	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	34,898	40,482	1,047
BIOCHEMISTRY							
	02404	GLASS WASHER	1992-04-15	109	25,921	30,068	778
	02399	GLASS WASHER	1992-04-15	113	26,138	30,320	784
	11559	TECHNICIAN	1990-12-13	218	32,818	38,069	985
BIOLOGY							
	01057	GLASS WASHER	1991-10-30	98	25,330	29,383	760
GEOLOGICAL SCIENCES							
	01522	DRAFTSMAN/PHOTOGRAPHER	1988-01-11	282	33,982	39,419	1,019
	02356	GLASS WASHER	1992-05-20	113	25,880	30,021	776
	02357	MEDIA MAKER/GLASSWASHER	1990-01-31	128	26,946	31,257	808
	02358	LABORATORY TECHNICIAN	1990-03-07	194	33,498	38,858	1,005
PATHOLOGY							
	02594	LABORATORY TECHNICIAN	1990-05-23	233	32,744	37,983	982
PHARMACOLOGY AND TOXICOLOGY							
	02654	DISHWASHER	1991-10-30	98	25,330	29,383	760
	02650	LABORATORY TECHNICIAN	1987-04-15	218	32,818	38,069	985
	07386	TECHNICIAN	1991-03-20	223	33,088	38,382	993
PHYSICS							
	02649	LABORATORY TECHNICIAN	1990-06-12	282	36,190	41,580	1,086
PRINTING SERVICES							
	01844	DEMONSTRATION TECHNICIAN	1991-09-19	214	33,982	39,419	1,019
	09229	IMAGES/SETTING TECHNICIAN	1991-11-27	195	30,321	35,172	910

SCHEDULE B
Technicians Union Salary Ranges
January 1, 1993 - June 30, 1993

POSITION	TITLE	EVAL	PTS	MIN	MAX	RA: STI SEZ
ANATOMY						
02323	GROSS ANATOMY TECHNICIAN	1992-05-20	228	30,696	35,607	92
02326	ELECTRON MICROSCOPY TECHNICIAN	1988-04-27	353	37,451	43,443	1,1
10320	SENIOR ANATOMY TECHNICIAN	1990-10-17	372	38,478	44,634	1,1
ANIMAL CARE SERVICE						
02850	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,156	34,981	9X
02855	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,156	34,981	9X
02848	ANIMAL CARE TECHNICIAN	1990-09-12	291	34,101	39,557	1,0
02847	SENIOR LABORATORY ANIMAL TECHNICIAN	1991-03-20	308	35,019	40,622	1,0
02854	LABORATORY ANIMAL TECHNICIAN	1993-03-17	233	30,966	35,921	9
BIOCHEMISTRY						
02400	LABORATORY TECHNICIAN	1990-04-04	353	37,451	43,443	1,1
BIOLOGY						
01055	TAXIDERMIST	1979-03-01	210	29,723	34,479	8
01056	GREENHOUSE TECHNICIAN	1992-05-15	282	33,614	38,992	1,C
BIOMEDICAL ENGINEERING UNIT						
02524	ELECTRONIC TECHNICIAN	1993-02-10	275	33,236	38,554	9
02525	ELECTRONIC TECHNOLOGIST	1991-01-23	314	35,344	40,999	1,C
13296	ELECTRONIC TECHNOLOGIST	1990-09-12	314	35,344	40,999	1,C
CHEMICAL ENGINEERING						
03023	MACHINE SHOP SUPERVISOR	1990-05-16	298	34,479	39,996	1,J
03019	CHEMICAL TECHNOLOGIST	1990-09-19	314	35,344	40,999	1,J
03020	ELECTRONICS TECHNICIAN	1990-09-12	314	35,344	40,999	1,J
CHEMISTRY						
01119	STORESPERSON	1990-10-17	200	29,183	33,852	8
01118	CHIEF STORESPERSON	1987-03-30	261	32,479	37,676	8
01112	MACHINIST TECHNICIAN	1991-01-23	282	33,614	38,992	1,
01124	VISUAL COMMUNICATIONS TECHNICIAN	1991-09-24	282	33,614	38,992	1,
01113	INSTRUMENT TECHNICIAN	1989-06-29	298	34,479	39,996	1,
01110	ELECTRONICS TECHNICIAN	1990-06-12	314	35,344	40,999	1,
01117	CHEMISTRY TECHNOLOGIST	1987-04-28	314	35,344	40,999	1,
01120	CHEMISTRY TECHNICIAN	1987-02-17	314	35,344	40,999	1,
01121	CHEMISTRY TECHNICIAN	1987-02-17	314	35,344	40,999	1,
01123	CHEMICAL TECHNOLOGIST	1990-12-19	314	35,344	40,999	1,
01125	CHEMISTRY TECHNICIAN	1987-04-28	314	35,344	40,999	1,
01126	ELECTRONICS TECHNICIAN	1986-03-03	323	35,830	41,563	1,
01116	CHEMISTRY & ELECTRONICS TECHNICIAN	1988-08-15	332	36,316	42,127	1,
01115	CHIEF ELECTRONICS TECHNOLOGIST	1991-03-14	372	38,478	44,634	1,
01111	GLASSBLOWER	1990-06-08	393	39,613	45,951	1,
CIVIL ENGINEERING						
03054	CIVIL TECHNICIAN	1992-03-25	282	33,614	38,992	1,
03055	ASPHALT AND CONCRETE TECHNICIAN	1987-04-15	223	30,426	35,294	1,
03059	WELDER/TECHNICIAN	1990-10-17	282	33,614	38,992	1,
03060	CARPENTER/TECHNICIAN	1991-05-22	261	32,479	37,676	1,
03056	INSTRUMENTATION/ELECTRONICS	1992-06-04	314	35,344	40,999	1,
03061	ELECTRONICS TECHNOLOGIST	1990-10-17	323	35,830	41,563	1,

SCHEDULE B continued

COMMUNICATIONS SERVICES			
13006	ELECTRONICS TECHNICIAN	1991-05-22	252 31,993 37,112 960
11346	ELECTRONICS TECHNICIAN	1991-05-22	256 32,209 37,362 966
09247	ELECTRONICS TECHNOLOGIST	1991-05-22	314 35,344 40,999 1,060
09244	SENIOR TECHNICIAN	1991-05-22	332 36,316 42,127 1,089
COMPUTING AND COMMUNICATIONS SERVICES			
11423	COMPUTING SYSTEMS TECHNICIAN	1992-03-12	252 31,993 37,112 960
12754	ELECTRONICS TECHNICIAN	1992-02-12	314 35,344 40,999 1,060
04881	ELECTRONICS TECHNICIAN	1992-03-12	314 35,344 40,999 1,060
10076	ELECTRONIC TECHNICIAN	1992-03-12	314 35,344 40,999 1,060
ELECTRICAL ENGINEERING			
08995	ELECTRONICS TECHNOLOGIST	1990-12-13	314 35,344 40,999 1,060
03119	ELECTRONICS TECHNOLOGIST	1990-12-13	314 35,344 40,999 1,060
03117	ELECTRONICS TECHNOLOGIST	1991-10-30	372 38,478 44,634 1,154
03118	ELECTRICAL TECHNOLOGIST	1991-09-24	314 35,344 40,999 1,060
FACULTY OF EDUCATION			
04334	EDUCATIONAL RESOURCES TECHNICIAN	1992-06-29	323 35,830 41,563 1,075
04232	GRAPHICS ARTIST	1987-10-01	275 33,236 38,554 997
04233	AUDIO/VISUAL TECHNICIAN	1988-01-01	275 33,236 38,554 997
04234	ELECTRONICS TECHNICIAN	1988-06-08	275 33,236 38,554 997
FACULTY OF MEDICINE			
10084	BUILDING OPERATIONS ASSISTANT	1992-12-08	186 28,426 32,974 853
FILM STUDIES			
01359	TECHNICIAN	1992-06-16	275 33,236 38,554 997
GEOGRAPHY			
01479	CARTOGRAPHIC DRAUGHTSMAN	1987-04-28	282 33,614 38,992 1,008
01483	AUDIO/VISUAL CONSULTANT	1985-06-21	282 33,614 38,992 1,008
-	-	-	-
01529	CURATOR	1991-11-27	190 28,643 33,226 859
01526	POLISHED SECTION TECHNICIAN	1987-05-04	233 30,966 35,921 929
01523	THIN SECTION TECHNICIAN	1991-11-27	256 32,209 37,362 966
01524	TECHNICIAN, ANALYTICAL CHEMISTRY	1991-11-27	314 35,344 40,999 1,060
10000	GEOPHYSICS ELECTRONICS TECHNICIAN	1988-01-01	323 35,830 41,563 1,075
01531	ELECTRON MICROPROBE AND COMPUTING FACILITY TECHNOLOGIST	1987-12-01	353 37,451 43,443 1,124
08906	CURATOR	1992-04-15	372 38,478 44,634 1,154
MATERIALS AND METALLURGICAL ENGINEERING			
03191	MACHINIST TECHNICIAN	1989-05-25	275 33,236 38,554 997
03186	SUPERVISOR, MACHINIST TECHNICIAN	1989-05-25	372 38,478 44,634 1,154
03188	TECHNOLOGIST	1991-10-30	314 35,344 40,999 1,060
MECHANICAL ENGINEERING			
03169	MACHINIST TECHNICIAN	1990-03-07	289 33,993 39,432 1,020
11467	MACHINIST TECHNICIAN	1990-03-07	289 33,993 39,432 1,020
03165	MACHINIST TECHNICIAN	1991-09-24	298 34,479 39,996 1,034
03163	ELECTRONICS TECHNICIAN	1990-03-07	323 35,830 41,563 1,075
03167	MECHANICAL TECHNICIAN	1990-03-07	323 35,830 41,563 1,075
MEDICAL ART AND PHOTOGRAPHY SERVICE			
02913	MEDICAL ILLUSTRATOR	1991-10-10	275 33,236 38,554 997
MICROBIOLOGY AND IMMUNOLOGY			
02355	LABORATORY TECHNICIAN	1989-09-12	372 38,478 44,634 1,154
MINDING ENGINEERING			
08849	TECHNICIAN	1992-05-20	223 30,426 35,294 P1,
03217	LABORATORY SUPERVISOR	1985-09-30	372 38,478 44,634 1,154

SCHEDULE B continued

MODERN LANGUAGE LABORATORY					
02103	LANGUAGE LAB TECHNICIAN	1991-10-10	223	30,426	35,294 91.
OCCUPATIONAL HEALTH AND SAFETY					
10172	SAFETY TECHNICIAN (HAZARDOUS MATERIALS)	1992-10-27	323	35,830	41,563 1,07
09498	SAFETY TECHNICIAN (FIRE SYSTEMS)	1992-10-27	256	32,309	37,362 96
09302	BIOHAZARD SAFETY TECHNICIAN	1990-05-23	256	32,309	37,362 96
09499	FIRE SAFETY COORDINATOR	1991-04-17	291	34,101	39,557 1,02
PATHOLOGY					
02593	LABORATORY TECHNOLOGIST	1992-03-12	353	37,451	43,443 1,12
02595	LABORATORY TECHNICIAN	1988-03-29	353	37,451	43,443 1,12
PHYSICS					
01853	STORESKEEPER/CRYOGENICS TECHNICIAN	1993-02-10	228	30,696	35,607 92
01851	ELECTRONICS TECHNICIAN	1988-03-30	282	33,614	38,992 1,00
01852	ELECTRONICS TECHNOLOGIST	1993-02-10	245	31,615	36,673 90
01850	ELECTRONICS TECHNOLOGIST	1992-11-26	314	35,344	40,999 1,00
01854	CHIEF TECHNOLOGIST	1992-05-20	372	38,478	44,634 1,12
13408	PHYSICS TECHNOLOGIST	1990-05-16	314	35,344	40,999 1,00
PHYSIOLOGY					
02692	MACHINIST/PHYSIOLOGY WORKSHOP TECHNICIAN	1986-11-24	261	32,479	37,676 9.
02690	LABORATORY TECHNICIAN	1991-09-24	314	35,344	40,999 1,00
02688	LABORATORY TECHNICIAN	1986-03-03	353	37,451	43,443 1,12
PRINTING SERVICES					
09220	BINDERY TECHNICIAN	1990-11-21	156	26,805	31,094 80
09225	BINDERY TECHNICIAN	1990-11-21	156	26,805	31,094 80
09219	PRINTING TECHNICIAN	1990-11-21	156	26,805	31,094 80
09221	PRINTING TECHNICIAN	1990-11-21	195	28,913	33,539 80
09226	PRINTING PRESS OPERATOR	1990-11-21	190	28,643	33,226 80
09228	OFFSET PRESS AND PHOTOCOPY TECHNICIAN	1990-11-21	190	28,643	33,226 80
09231	PRINTING PRESS OPERATOR	1990-11-21	190	28,643	33,226 80
09218	PRESS OPERATOR	1990-11-21	233	30,966	35,921 90
09224	SENIOR PRESS OPERATOR	1990-11-21	268	32,858	38,115 90
PSYCHOLOGY					
11892	GENERAL TECHNICIAN	1988-06-08	165	27,292	31,659 80
02026	GRAPHICS/PHOTOGRAPHY TECHNICIAN	1991-02-20	282	33,614	38,992 1,00
02024	MACHINIST	1991-04-17	261	32,479	37,676 90
02023	ELECTRONICS TECHNOLOGIST	1990-06-22	323	35,830	41,563 1,00
02027	ELECTRONICS TECHNOLOGIST	1992-10-27	323	35,830	41,563 1,00
QUEEN'S TELEVISION					
04967	ASSISTANT PRODUCTION DIRECTOR	1991-10-10	275	33,236	38,554 80
04968	ELECTRONICS TECHNICIAN	1992-12-08	210	29,723	34,479 80
04971	MEDIA TECHNICIAN	1992-11-26	210	29,723	34,479 80
04972	ELECTRONICS TECHNICIAN	1988-03-30	233	30,966	35,921 90
04969	PRODUCTION SUPERVISOR	1980-01-01	323	35,830	41,563 1,00
SCHOOL OF BUSINESS					
02254	TECHNICIAN	1983-03-25	190	28,643	33,226 80
SCHOOL OF MUSIC					
12833	AUDIO-VISUAL INSTRUMENTS TECHNICIAN	1992-11-24	223	30,426	35,294 91.
SCHOOL OF PHYSICAL AND HEALTH EDUCATION					

SCHEDULE B continued

	01783	ELECTRONICS TECHNICIAN	1992-03-30	314	35,344	40,999	1,060
	SCHOOL OF REHABILITATION THERAPY						
	14584	LABORATORY ASSISTANT	1992-03-12	190	28,643	33,226	859
	SURGERY						
	07941	CHIEF TECHNICIAN	1991-05-10	251	31,939	37,040	958
	08998	RESEARCH ASSOCIATE	1991-04-17	393	39,613	45,951	1,188
	VISUAL ARTS CENTRE						
	03249	TECHNICAL ILLUSTRATOR	1991-10-30	282	33,614	38,992	1,008
	03250	GRAPHIC DESIGNER/ILLUSTRATOR	1991-10-30	333	36,370	42,189	1,091

SCHEDULE B continued
Technicians Union Salary Ranges
January 1, 1993- June 30, 1993
Reflecting Pay Equity Adjustments

POSITION	TITLE	EVAL	PTS	MIN	MAX	RANGE STEP SIZE
ANATOMY						
02322	HISTOLOGY TECHNICIAN	1992-05-20	228	32,639	37,861	979
ANIMAL CARE SERVICE						
02838	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,019	40,622	1,051
02851	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,019	40,622	1,051
02852	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,019	40,622	1,051
02853	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,019	40,622	1,051
02854	LABORATORY ANIMAL TECHNICIAN	1993-03-17	233	30,966	35,921	929
BIOCHEMISTRY						
02404	GLASS W A S H E R	1992-04-15	109	26,009	30,170	780
02399	GLASS WASHER	1992-04-15	113	26,227	30,423	787
11559	TECHNICIAN	1990-12-13	218	32,929	38,198	988
BIOLOGY						
01057	GLASS WASHER	1991-10-30	98	25,416	29,483	762
GEOLOGICAL SCIENCES						
01522	DRAFTSMAN/PHOTOGRAPHER	1988-01-11	282	34,101	39,557	1,023
MICROBIOLOGY AND IMMUNOLOGY						
02356	GLASS WASHER	1992-05-20	113	26,227	30,423	787
02357	MEDIA MAKER/GLASSWASHER	1990-01-31	128	27,038	31,364	1311
02358	LABORATORY TECHNICIAN	1990-03-07	194	33,614	38,992	1,008
PATHOLOGY						
02594	LABORATORY TECHNICIAN	1990-05-23	233	32,855	38,111	1,986
PHARMACOLOGY AND TOXICOLOGY						
02654	DISHWASHER	1991-10-30	98	25,330	29,383	760
02650	LABORATORY TECHNICIAN	1987-04-15	218	32,929	38,198	988
07386	TECHNICIAN	1991-03-20	223	33,200	38,512	996
02649	LABORATORY TECHNICIAN	1990-06-12	282	36,316	42,127	1,089
PHYSICS						
01844	DEMONSTRATION TECHNICIAN	1991-09-19	214	34,101	39,557	1,023
PRINTING SERVICES						
09229	IMAGESETTING TECHNICIAN	1991-11-27	195	30,426	35,294	913

SCHEDULE C
Technicians Union Salary Ranges
July 1, 1993 - June 30, 1994

POSITION	TITLE	EVAL	PTS	MIN	MAX	RANGE STEP SIZE
ANATOMY						
02323	GROSS ANATOMY TECHNICIAN	1992-05-20	228	31,164	36,150	935
02326	ELECTRON MICROSCOPY TECHNICIAN	1988-04-27	353	38,022	44,106	1,141
10320	SENIOR ANATOMY TECHNICIAN	1990-10-17	372	39,064	45,314	1,172
ANIMAL CARE SERVICE						
02850	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,615	35,513	918
02855	ANIMAL CARE TECHNICIAN	1989-05-25	218	30,615	35,513	918
02848	ANIMAL CARE TECHNICIAN	1990-09-12	291	34,620	40,159	1,039
02847	SENIOR LABORATORY ANIMAL TECHNICIAN	1991-03-20	308	35,553	41,241	1,067
02854	LABORATORY ANIMAL TECHNICIAN	1993-03-17	233	31,438	36,468	943
BIOCHEMISTRY						
02400	LABORATORY TECHNICIAN	1990-04-04	353	38,022	44,106	1,141
BIOLOGY						
01055	TAXIDERMIST	1979-03-01	210	30,177	35,005	905
01056	GREENHOUSE TECHNICIAN	1992-05-15	282	34,127	39,587	1,024
BIOMEDICAL ENGINEERING UNIT						
02524	ELECTRONIC TECHNICIAN	1993-02-10	275	33,743	39,142	1,012
02525	ELECTRONIC TECHNOLOGIST	1991-01-23	314	35,882	41,623	1,076
13296	ELECTRONIC TECHNOLOGIST	1990-09-12	314	35,882	41,623	1,076
CHEMICAL ENGINEERING						
03023	MACHINE SHOP SUPERVISOR	1990-05-16	298	35,004	40,605	1,050
03019	CHEMICAL TECHNOLOGIST	1990-09-19	314	35,882	41,623	1,076
03020	ELECTRONICS TECHNICIAN	1990-09-12	314	35,882	41,623	1,076
CHEMISTRY						
01119	STORESPERSON	1990-10-17	200	29,628	34,368	889
01118	CHIEF STORESPERSON	1987-03-30	261	32,974	38,250	989
01112	MACHINIST TECHNICIAN	1991-01-23	282	34,127	39,587	1,024
01124	VISUAL COMMUNICATIONS TECHNICIAN	1991-09-24	282	34,127	39,587	1,024
01113	INSTRUMENT TECHNICIAN	1989-06-29	298	35,004	40,605	1,050
01110	ELECTRONICS TECHNICIAN	1990-06-12	314	35,882	41,623	1,076
01117	CHEMISTRY TECHNOLOGIST	1987-04-28	314	35,882	41,623	1,076
01120	CHEMISTRY TECHNICIAN	1987-02-17	314	35,882	41,623	1,076
01121	CHEMISTRY TECHNICIAN	1987-02-17	314	35,882	41,623	1,076
01123	CHEMICAL TECHNOLOGIST	1990-12-19	314	35,882	41,623	1,076
01125	CHEMISTRY TECHNICIAN	1987-04-28	314	35,882	41,623	1,076
01126	ELECTRONICS TECHNICIAN	1986-03-03	323	36,376	42,196	1,091
01116	CHEMISTRY & ELECTRONICS TECHNICIAN	1988-08-15	332	36,870	42,769	1,106
01115	CHIEF ELECTRONICS TECHNOLOGIST	1991-03-14	372	39,064	45,314	1,172
01111	GLASSBLOWER	1990-06-08	393	40,216	46,651	1,206
CIVIL ENGINEERING						
03054	CIVIL TECHNICIAN	1992-03-25	282	34,127	39,587	1,024
03055	ASPHALT AND CONCRETE TECHNICIAN	1987-04-15	223	30,890	35,832	927
03059	WELDER/TECHNICIAN	1990-10-17	282	34,127	39,587	1,024
03060	CARPENTER/TECHNICIAN	1991-05-22	261	32,479	37,676	974
03056	INSTRUMENTATION/ELECTRONICS TECHNOLOGIST	1992-06-04	314	35,882	41,623	1,076

SCHEDULE C continued

03061	ELECTRONICS TECHNOLOGIST TECHNOLOGIST	1990-10-17	323	36,376	42,196	1,091
COMMUNICATIONS SERVICES						
13006	ELECTRONICS TECHNICIAN	1991-05-22	252	32,481	37,678	974
11346	ELECTRONICS TECHNICIAN	1991-05-22	256	32,700	37,932	981
09247	ELECTRONICS TECHNOLOGIST	1991-05-22	314	35,882	41,623	1,076
09244	SENIOR TECHNICIAN	1991-05-22	332	36,870	42,769	1,106
COMPUTING AND COMMUNICATIONS SERVICES						
11423	COMPUTING SYSTEMS TECHNICIAN	1992-03-12	252	32,481	37,678	974
12754	ELECTRONICS TECHNICIAN	1992-02-12	314	35,882	41,623	1,076
04881	ELECTRONICS TECHNICIAN	1992-03-12	314	35,882	41,623	1,076
10076	ELECTRONIC TECHNICIAN	1992-03-12	314	35,882	41,623	1,076
ELECTRICAL ENGINEERING						
08905	ELECTRONICS TECHNOLOGIST	1990-12-13	314	35,882	41,623	1,076
03119	ELECTRONICS TECHNOLOGIST	1990-12-13	314	35,882	41,623	1,076
03117	ELECTRONICS TECHNOLOGIST	1991-10-30	352	39,064	45,314	1,172
03118	ELECTRICAL TECHNOLOGIST	1991-09-24	314	35,882	41,623	1,076
FACULTY OF EDUCATION						
04334	EDUCATIONAL RESOURCES TECHNICIAN	1992-06-29	323	36,376	42,196	1,091
04232	GRAPHICS ARTIST	1987-10-01	275	33,743	39,142	1,012
04233	AUDIO/VISUAL TECHNICIAN	1988-01-01	275	33,743	39,142	1,012
04234	ELECTRONICS TECHNICIAN	1988-06-08	275	33,743	39,142	
FACULTY OF MEDICINE						
10084	BUILDING OPERATIONS ASSISTANT	1992-12-08	186	28,860	33,478	866
FILM STUDIES						
01359	TECHNICIAN	1992-06-16	275	33,743	39,142	
GEOGRAPHY						
01479	CARTOGRAPHIC DRAUGHTSMAN	1987-04-28	282	34,127	39,587	
01483	AUDIO/VISUAL CONSULTANT	1985-06-21	282	34,127	39,587	1,024
GEOLOGICAL SCIENCES						
01529	CURATOR	1991-11-27	190	29,079	33,732	872
01526	POLISHED SECTION TECHNICIAN	1987-05-04	233	31,438	36,468	943
01523	THIN SECTION TECHNICIAN	1991-11-27	256	32,700	37,932	981
01524	TECHNICIAN, ANALYTICAL CHEMISTRY	1991-11-27	314	35,882	41,623	1,076
10000	GEOPHYSICS ELECTRONICS TECHNICIAN	1988-01-01	323	36,376	42,196	1,091
01531	ELECTRON MICROPROBE AND COMPUTING FACILITY TECHNOLOGIST	1987-12-01	353	38,022	44,106	1,141
08906	CURATOR	1992-04-15	372	39,064	45,314	1,172
MATERIALS AND METALLURGICAL ENGINEERING						
03191	MACHINIST TECHNICIAN	1989-05-25	275	33,743	39,142	1,012
03186	SUPERVISOR, MACHINIST TECHNICIAN	1989-05-25	372	39,064	45,314	1,172
03188	TECHNOLOGIST	1991-10-30	314	35,882	41,623	1,076
MECHANICAL ENGINEERING						
03169	MACHINIST TECHNICIAN	1990-03-07	289	34,511	40,033	1,035
11467	MACHINIST TECHNICIAN	1990-03-07	289	34,511	40,033	1,035
03165	MACHINIST TECHNICIAN	1991-09-24	298	35,004	40,605	1,050
03163	ELECTRONICS TECHNICIAN	1990-03-07	323	36,376	42,196	1,091
03167	MECHANICAL TECHNICIAN	1990-03-07	323	36,376	42,196	1,091
MEDICAL ART AND PHOTOGRAPHY SERVICE						
02913	MEDICAL ILLUSTRATOR	1991-10-10	275	33,743	39,142	1,012
MICROBIOLOGY AND IMMUNOLOGY						
02355	LABORATORY TECHNICIAN	1989-09-12	372	39,064	45,314	1,172
MINING ENGINEERING						

SCHEDULE C continued

08849	TECHNICIAN	1992-05-20	223	30,890	35,832	927
03217	LABORATORY SUPERVISOR	1985-09-30	372	39,064	45,314	1,172
MODERN LANGUAGE LABORATORY						
02103	LANGUAGE LAB TECHNICIAN	1991-10-10	223	30,890	35,832	927
OCCUPATIONAL HEALTH AND SAFETY						
10172	SAFETY TECHNICIAN (HAZARDOUS MATERIALS, SAFETY TECHNICIAN (FIRE SYSTEMS))	1992-10-27	323	36,376	42,196	1,091
09498	SAFETY TECHNICIAN (FIRE SYSTEMS)	1992-10-27	256	32,700	37,932	981
09502	BIOHAZARD SAFETY TECHNICIAN	1990-05-23	256	32,700	37,932	981
09499	FIRE SAFETY COORDINATOR	1991-04-17	291	34,620	40,159	1,039
PATHOLOGY						
02593	LABORATORY TECHNOLOGIST	1992-03-12	353	38,022	44,106	1,141
02595	LABORATORY TECHNICIAN	1988-03-29	353	38,022	44,106	1,141
PHYSICS						
01853	STORESKEEPER/CRYOGENICS TECHNICIAN	1993-02-10	228	31,164	36,150	935
01851	ELECTRONICS TECHNICIAN	1988-03-30	282	34,127	39,587	1,024
01852	ELECTRONICS TECHNOLOGIST	1993-02-10	245	32,097	37,233	963
01850	ELECTRONICS TECHNOLOGIST	1992-11-26	314	35,882	41,623	1,076
01854	CHIEF TECHNOLOGIST	1992-05-20	372	39,064	45,314	1,172
13408	PHYSICS TECHNOLOGIST	1990-05-16	314	35,882	41,623	1,076
PHYSIOLOGY						
02692	MACHINIST/PHYSIOLOGY WORKSHOP TECHNICIAN	1986-11-24	261	32,974	38,250	989
02690	LABORATORY TECHNICIAN	1991-09-24	314	35,882	41,623	1,076
02688	LABORATORY TECHNICIAN	1986-03-03	353	38,022	44,106	1,141
PRINTING SERVICES						
09220	BINDERY TECHNICIAN	1990-11-21	156	27,214	31,568	816
09225	BINDERY TECHNICIAN	1990-11-21	156	27,214	31,568	816
09219	PRINTING TECHNICIAN	1990-11-21	156	27,214	31,568	816
09221	PRINTING TECHNICIAN	1990-11-21	195	29,534	34,051	881
09226	PRINTING PRESS OPERATOR	1990-11-21	190	29,079	33,732	872
09228	OFFSET PRESS AND PHOTOCOPY TECHNICIAN	1990-11-21	190	29,079	33,732	872
09231	PRINTING PRESS OPERATOR	1990-11-21	190	29,079	33,732	872
09218	PRESS OPERATOR	1990-11-21	233	31,438	36,468	943
09224	SENIOR PRESS OPERATOR	1990-11-21	268	33,358	38,695	1,001
PSYCHOLOGY						
11892	GENERAL TECHNICIAN	1988-06-08	165	27,708	32,141	831
02026	GRAPHICS/PHOTOGRAPHY TECHNICIAN	1991-02-20	282	34,127	39,587	1,024
02024	MACHINIST	1991-04-17	261	32,974	38,250	989
02023	ELECTRONICS TECHNOLOGIST	1990-06-22	323	36,376	42,196	1,091
02027	ELECTRONICS TECHNOLOGIST	1992-10-27	323	36,376	42,196	1,091
QUEEN'S TELEVISION						
04967	ASSISTANT PRODUCTION DIRECTOR	1991-10-10	275	33,743	39,142	1,012
04968	ELECTRONICS TECHNICIAN	1992-12-08	210	30,177	35,005	905
04971	MEDIA TECHNICIAN	1992-11-26	210	30,177	35,005	905
04972	ELECTRONICS TECHNICIAN	1988-03-30	233	31,438	36,468	943
04969	PRODUCTION SUPERVISOR	1980-01-01	323	36,376	42,196	1,091
SCHOOL OF BUSINESS						
02254	TECHNICIAN	1983-03-25	190	29,079	33,732	872
SCHOOL OF MUSIC						
12833	AUDIO-VISUAL/INSTRUMENTS	1992-11-24	223	30,890	35,832	927

SCHEDULE C continued

TECHNICIAN						
SCHOOL OF PHYSICAL AND HEALTH EDUCATION						
01783	ELECTRONICS TECHNICIAN	1992-03-30	374	35,882	41,623	1,076
SCHOOL OF REHABILITATION THERAPY						
14584	LABORATORY ASSISTANT	1992-03-12	190	29,079	33,732	872
SURGERY						
07941	CHIEF TECHNICIAN	1991-05-10	251	32,426	37,614	973
08998	RESEARCH ASSOCIATE	1991-04-17	393	40,216	46,651	1,206
VISUAL ARTS CENTRE						
03249	TECHNICAL ILLUSTRATOR	1991-10-30	282	34,127	39,587	1,024
03250	GRAPHIC DESIGNER/ILLUSTRATOR	1991-10-30	333	36,924	42,832	1,108

SCHEDULE C continued
Technicians Union Salary Ranges
 July 1, 1993 - June 30, 1994
 Reflecting Pay Equity Adjustments

POSITION	TITLE	EVAL	PTS	MIN	MAX	RANGE STEP SIZE
ANATOMY						
02322	HISTOLOGY TECHNICIAN	1992-05-20	228	33,139	38,441	994
ANIMAL CARE SERVICES						
02838	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,553	41,241	1,067
02851	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,553	41,249	1,067
02852	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,553	41,241	1,067
02853	LABORATORY ANIMAL TECHNICIAN	1990-04-04	291	35,553	41,241	1,067
02854	LABORATORY ANIMAL TECHNICIAN	1993-03-17	233	31,438	36,468	943
BIOCHEMISTRY						
02404	GLASS WASHER	1992-04-15	109	26,407	30,632	792
02399	GLASS WASHER	1992-04-15	113	26,629	30,890	799
11559	TECHNICIAN	1990-12-13	218	33,432	38,781	1,003
BIOLOGY						
01057	GLASS WASHER	1991-10-30	98	25,805	29,934	774
GEOLOGICAL SCIENCES						
01522	DRAFTSMAN/PHOTOGRAPHER	1988-01-11	282	34,620	40,159	1,039
MICROBIOLOGY AND IMMUNOLOGY						
02356	GLASS WASHER	1992-05-20	113	26,629	30,890	799
02357	MEDIA MAKER/GLASSWASHER	1990-01-31	128	27,452	31,844	824
02358	LABORATORY TECHNICIAN	1990-03-07	194	34,122	39,586	1,024
PATHOLOGY						
02594	LABORATORY TECHNICIAN	1990-05-23	233	33,358	38,695	1,001
PHARMACOLOGY AND TOXICOLOGY						
02654	DISHWASHER	1991-10-30	98	25,805	29,934	774
02650	LABORATORY TECHNICIAN	1987-04-15	218	33,432	38,781	1,003
07386	TECHNICIAN	1991-03-20	223	33,708	39,101	1,011
02649	LABORATORY TECHNICIAN	1990-06-12	282	36,870	42,769	1,106
PHYSICS						
01844	DEMONSTRATION TECHNICIAN	1991-09-19	214	34,620	40,159	1,039
PRINTING SERVICES						
09229	IMAGESSETTING TECHNICIAN	1991-11-27	195	33,890	35,832	927

Note: A further 15 positions arising out of the Memorandum of Settlement dated February 3, 1993 are not contained herein, pending Job Evaluation and salary assignment.

SCHEDULE D

Article 1.01 Other Mutually Agreed Areas

It is agreed by the University and the Union that the following positions in the mutually agreed areas listed below are included in the bargaining unit. It is further agreed that any positions of a similar nature which may arise within the agreed areas listed below will be included in the bargaining unit.

POSITION TITLE

Animal Care Service

02838	Laboratory Animal Technician
02847	Senior Lab Animal Technician
02848	Animal Care Technician
02850	Animal Care Technician
02851	Laboratory Animal Technician
02852	Laboratory Animal Technician
02853	Laboratory Animal Technician
02854	Laboratory Animal Technician
02855	Animal Care Technician

Biomedical Engineering Unit - Service Unit

02524	Electronic Technician
02525	Electronic Technologist
13296	Electronic Technologist

Communications Services - Electronic Service Unit

09244	Senior Technician
09247	Electronics Technologist
11346	Electronics Technician
13006	Electronics Technician

Computing and Communications Services - Operators

04887 Computer Operator
04888 Computer Operator
04898 Computer Operator
04904 Computer Operator
04906 Computer Operator
04899 Senior Computer Operator

Computing and Communications Services - Microcomputer and Repair Service

12754 Electronics Technician
11423 Computing Systems Technician

Computing and Communications Services - Campus Networks

04881 Electronic Technician
10076 Electronic Technician

Medical Art and Photography

02814 Medical Photographic Technician
02913 Medical Illustrator

Occupational Health and Safety

09498 Safety Technician (Fire Systems)
09499 Fire Safety Co-ordinator
09502 Biohazard Safety Technician
10172 Safety Technician (Hazardous Material)

Printing Services

09218 Press Operator
09219 Printing Technician
09220 Bindery Technician
09221 Printing Technician

09224 Senior Press Operator
09225 Bindery Technician
09226 Printing Press Operator
09228 Offset Press and Photocopy Technician
09229 Imagesetting Technician
09231 Printing Press Operator

Queen's Television

04967 Assistant Production Director
04968 Electronics Technician
04969 Production Supervisor
04971 Media Technician
04972 Electronics Technician

Visual Arts Centre

03249 Technical Illustrator
03250 Graphic Designer/Illustrator

Graphic Design Unit

09155 Senior Graphic Designer
11508 Graphic Designer

School of Business

02254 Technician

School of Music


12833 Audio/Visual/Instruments Technician

Faculty of Education

04232 Graphics Artist
04233 Audio-Visual Technician
04234 Electronic Technician
04334 Educational Resources Technician

In witness whereof the parties hereto have caused their names to be subscribed by their duly **authorized** officers and representatives.


On behalf of Queen's University at Kingston



R. Weatherdon, Manager, Employee Relations



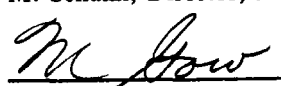
J. Mekarshi, Employee Relations Administrator



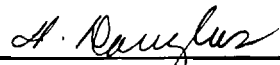
P. Conrad, Department Manager, Electrical Engineering



M. Schunk, Director, Animal Care Service

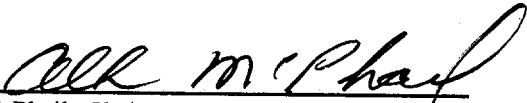



M. Gow, Manager, Compensation

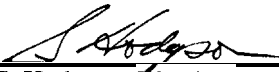


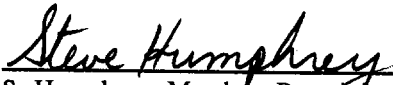
H. Douglas, Compensation Analyst


On behalf of the Kingston Technicians' Union, C.U.P.E.
Local 254


A. McPhail, Chairperson, Bargaining Committee


P. Mulligan, Member, Bargaining Committee


S. Hodgson, Member, Bargaining Committee


S. Humphrey, Member, Bargaining Committee


L. Dumbleton for Canadian Union of Public Employees

Dated at the City of Kingston, Province of Ontario, this 27th
day of April, 1993.