
COMMITTEE ON SALARIES AND BENEFITS OF SUPPORTING STAFF. OPEN MEETING, FEB. 21, 1972:

Committee Members: Julius Benyovits, Joyce Harries, Carole Janzen, Claudia Kerr, Pat LaVac sr., Bonnie McDonald, Richard Moore. Attendance: 35 supporting staff.

Bonnie McDonald, Chairman, introduced the Committee members, and briefly outlined the Committee's work to date and its terms of reference. The brief on salaries which had been submitted to Mr. Bell was read and the meeting was informed that it had been forwarded to Mr. McLean, Director of Personnel.

During the "questions and suggestions" period which followed, the following points were brought up:

1. Dropping of the first wage step, January 1971.. Should it happen?
2. Wage steps: what they mean.
3. LA V criteria based on ability and acquired knowledge of library operations rather than on the number of people supervised.
4. First year vacation calculated on calendar year basis rather than the 5/6th of a day up to June 1.
5. Pay raises to be automatic rather than a merit system based on existing rating sheets.
6. Vacation: 3 weeks after 1st year; 4 weeks after 4 years; 4 weeks after 7 years; 5 weeks after 10 years; 5 weeks after 12 years. Cumulative holidays (ability to carry holidays over into the following year).
7. A dental plan.
8. U.B.C. pension plan. A new plan is under consideration by the university administration and has yet to be voted on by U.B.C. staff.
9. Shortened work week (4-day work week, variations of).
10. Sick leave bank.
11. Sick benefits. Employee to be paid 50% of each sick day not taken at time of severance.
12. Early retirement based on number of sick days accumulated.
13. Sick leave. Elimination of the withholding of one day per month during probation.
14. Sick leave. $1\frac{1}{4}$ days per month up to a maximum of 130 days.
15. Saturday and Sunday shift work to be considered as overtime.
16. \$5.00 shift differential for all shift workers.
17. 10:00 p.m. closing because of the few people using the library facilities after this hour.
18. Double increments.
19. Requests for a second open meeting for further discussion of benefits brief.

The staff recommended that we pursue the following:

3. LA V criteria.
4. First year vacation on calendar year basis.
5. Automatic pay raises.
6. Vacation improvements.
7. Dental plan.
8. Pension plan improvement.
11. Sick benefits.
12. Retirement benefits.
- 13, 14. Sick leave improvements.
16. Improvement in shift differential.
17. 10:00 p.m. closing.
18. Double increments.
19. Second open meeting.

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Vol. 4 of the above (Z 881 N596 R3 v. 4) has been missing from the reference shelves of the Cataloguing Divisions for several weeks. Would anyone knowing its whereabouts please return it, as it is urgently needed.

CONGRATULATIONS TO SUSANNE DODSON

On her appointment to the Board of Editors of Microform review. This publication is to be presented quarterly, and the first issue appeared in January of this year. It aims to fulfil a vital need and shows every promise of doing this effectively.

