

# NAEC Meeting Covers Many Topics

The cost of living, the cost of parking, fringe benefits, and discussion of their survey on working days, hours and lunch time took up the more than two-hour meeting of the Non Academic Employees Council on March 21. The group also heard Prof. Milton J. Nadworny, economics, who talked about collective bargaining and unionization.

## NAEC Survey Results

Results of the NAEC survey on the work week, summer hours and lunch period are printed elsewhere in this issue. Fifty-seven percent of non-academic employees responded to the survey.

The Council agreed to recommend to the administration a resumption of the five day work week with summer hours starting immediately, and also that the lunch period be a half hour — which would effectively shorten the summer hours by a half hour.

Ray Lavigne, assistant to Executive Vice President Wayne Patterson who was ill and unable to attend, said he felt that the resumption of the five day week and the implementation of summer hours at the same time would be agreeable to the administration. However he expressed reservations about the half hour lunch, saying some people would barely have time to get to a cafeteria, eat and return in that length of time, and that others in pressure situations might like to get a longer break than the half hour would permit. He said he believed Dr. Patterson would probably recommend April 1 as the day to resume the five-day week in order to give people with car pools and babysitters a week to prepare for the change.

## Dr. Andrews on Salary Increases

President Andrews, who spoke to the Council briefly on the distribution of salary increases for FY 1975, also discussed the NAEC's survey, saying that "perhaps the lunch hour could be discretionary."

The President elaborated on the way salary increases will be handled this year, saying he had perceived inequities in allocating a cost of living increase in the way that the Council had recommended. (See correspondence in last week's **THIS WEEK**). In a department where most people are relatively low-paid, the increase would be far less than that received by those in a department where salaries are higher. However, he assured the Council, "we are going to try very hard to follow your recommendations in principle and concept."

John Lincoln said he was happy to hear the President say that, since he was the author of the NAEC's recommendation.

The subject of salary increases brought on discussion of salaries in general, and Bunny Beard, Class T representative to the NAEC, told Dr. Andrews "we have a lot of employees under \$5,000 on the campus," and suggested that this should be rectified. At this point Personnel Director Henry J. Tymecski said that one reason for the audit of jobs which is currently under way would eventually be to set up some kind of equity in salaries.

Dr. Andrews said he would not want to mislead anyone into believing that low salaries would be rectified overnight, but that hopefully in two or three years the situation might improve.

## Fringe Benefits Report

The Fringe Benefits Committee reported discussion with an insurance company whereby UVM employees would be able to obtain automobile insurance at up to 20 percent reductions. Before recommending any such plan, Council member George Trono suggested that the committee contact a number of insurance firms and recommend the one offering the best program.

The Fringe Benefits Committee recommended no change in upgrading the number of sick leave days for

Class L, T and S employees from 12 to 22 days, saying they felt it would result in gross misuse. Instead they offered an incentive plan, whereby accumulated sick days could be used toward earlier retirement. This brought an immediate response from Laurel Stanley of Bailey Library, who inquired why professional employees (Class P) need more sick leave. Lively discussion of the alleged freer way in which professional employees are allowed to handle personal affairs ensued. When a person has only two weeks of vacation, Ms. Stanley said, it seems unfair to have to take a day of that vacation to go sign mortgage papers, for instance.

The Fringe Benefits Committee will look into the possibility of an employee having two days of personal leave time each year, which might be used for occasions when the person is not sick nor on vacation. This time might also be used to meet the need of some employees for time off for observance of religious holidays.

A request to the Fringe Benefits Committee to obtain a policy statement on religious holidays brought forth much discussion. The University grants nine holidays per year, and the Committee said they had not heard of any employees being denied use of their vacation time for observance of religious holidays. A question was raised from the audience as to why one of the nine University holidays — Christmas — is allowed, since it is a religious holiday.

The Council voted three to three on whether to accept the Fringe Benefits Committee's report, and Chairperson Bill Ballard suggested that the Committee take into consideration much of the discussion which had gone on during its report, and present a revised report at a future date. Fringe Benefits Chairperson Bea Samuelson said that the Committee would do that, and would consider the suggestion on personal leave time, plus Selma Bloomberg's suggestion that there be a sliding scale of sick leave dependent upon the employee's length of service.

### DO STUDENTS LIKE THE FIVE DAY WEEK?

George Trono asked whether students had been consulted about the return to the five day week for administrative staff. "I think it's the students that we support that should decide this," he said.

Russell Ireland said that in his department (he is a technician in physics) that some people will be staying on the four-day week in order to cover the department from 8 a.m. to 6 p.m. Tuesday through Friday when classes are in session.

Working hours are arranged at the discretion of the supervisor or department head throughout the University, it was noted, as long as departments are covered during periods specified as University office hours.

## Elections Coming Soon

Council member Pearlina Learned reminded those attending the meeting that NAEC ballots would be in the mail about April 1.

## Collective Bargaining Discussed

Much of the group's meeting was devoted to discussion of collective bargaining and unionization. Chairperson Ballard introduced Prof. Milton Nadworny as an authority on the subject, and Prof. Nadworny immediately said he was not there to discuss "pros and cons" as listed on the agenda, but simply to discuss collective bargaining and to define it and terminology associated with it. He called collective bargaining a change in the traditional method by which people work, saying that traditionally the employer reserves the right to set the rules and conditions of employment, and that under collective bargaining, those rules and conditions may be negotiated by representatives of the employer and the union.

Questions were raised about influence from national groups, about the various percentages of vote required for different steps in the unionization process, and about laws governing an institution such as UVM.

## Parking Report

Although it was not on the agenda, Russell Ireland gave a brief report on the most recent meeting of the Parking Commission. Good news "for all you hog riders," he said. Parking lots will soon have areas designated as motorcycle parking. (For those who didn't know, Mr. Ireland said a "hog" is a motorcycle.)

Also, he said, an attempt is going to be made to have payment of parking fines included as a condition of employment, so that when employees do not pay their fines they may be deducted from paychecks. "I voted for it," he said, adding he does not register a vehicle to park on campus anyhow.

## Next Meeting

The next meeting of the NAEC will be Thursday, April 4, at noon in Memorial Lounge, Waterman Bldg. Major topic of discussion will be handbook revision. Interested employees are welcome to attend.

## April 15 is Deadline for Abstracts

### Of Papers for Sixth ACS Regional Mtg.

Dr. Robert C. Woodworth, associate professor of biochemistry, has announced that April 15 is the deadline for the receipt of abstracts of papers for the sixth Northeast Regional Meeting of the American Chemical Society.

This meeting will be held Aug. 18-21 on the campus of the University of Vermont.

Announcement of the event was made this week in a publication that included advance registration forms for the regional members of the society.

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On March 13, 1773, Jean Baptiste Pointe de Sable, Negro pioneer, founded the small settlement of Chicago.

NON-ACADEMIC EMPLOYEES' COUNCIL SURVEY RESULTS AS OF 3/21/74

	Work Week		Summer Hours		Lunch Hour	
	4 day	5 day	Now	June 1	1/2 hour	1 hour
Class P	79	111	132	58	90	102
Class L	59	95	124	31	87	71
Class T	206	265	382	77	322	138
Class S	35	73	90	10	90	8
TOTAL:	379	544	728	176	589	319
Percentage of Employees Returning Survey:						
Class P	54%					
Class L	68%					
Class T	65%					
Class S	36%					
Total:	57%					