

## Definitions

- 1) Collective - The group of women who are full time/full time temporary workers and who are equally responsible for the operation of Press Gang Printers.
- 2) Collective Member - Individual full time paid worker, or temporary full time paid worker.
- 3) Temporary Full Time Worker - Any woman who is hired full time for a temporary period. She will receive all rights and responsibilities of a full time collective member during the period of employment. Temporary work is relief or project work. No new ongoing position will be created with temporary workers.
- 4) Collective Decision Making - All decisions will be made by consensus. If consensus can not be reached, the dissenting voice may 1) agree to disagree, or 2) request up to three additional meetings to discuss the issue(s). If consensus still can not be reached, majority vote will carry the decision. Minority positions will be recorded.

## Terms of Agreement

This collective agreement is in effect for one year from October 1, 1985 to October 1, 1986.



### Maternity Leave

Six months unpaid leave and an optional six additional months upon request. Maternity leave can begin at any point in the pregnancy, and is available to women who wish to assume responsibility for a child. Any woman taking maternity leave is entitled to 30% of gross wages for a period of up to six months. This can all be taken upon returning to work or 15% on leaving and 15% upon return.

All medical and health benefits through the Press will continue during this leave.

### Adoption/Co-parenting Leave

see above Maternity Leave.

### Conference/Convention Leave

This leave is available to women wishing to attend conferences or conventions. A decision by the collective will determine whether it will be paid or expenses covered.

### Child Care Leave

Workers shall receive time off with pay for interviews or conferences concerning children for whose care they are responsible. This leave also applies to settling children into new classes or day cares.

### General Leave

A general leave of up to one year without pay is available.

### Medical Payments

All BC medical plan premiums will be paid by Press Gang. Work related injuries not covered by MSP will be drawn from a pool of 200.00. (up to \$50.00 per month/per person.)



### Wage Reopener

At any time during the length of this agreement, the collective may choose to re-open the wage for discussion.

### Holidays

The following are recognized as paid holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, International Women's Day, May Day, BC Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. As well, ethnic holidays such as Chinese New Year, or Passover are available should any woman wish to celebrate them.

Compensation for designated holidays falling on scheduled days off may be taken as equivalent time off or an additional day's pay.

### Vacations

Each worker is entitled to 22 working days paid vacation from October 1985 to October 1986.

### Leaves

#### Bereavement Leave

In the event of illness or death of a friend or relative, each collective member is entitled to up to two weeks paid leave ( 10 days ). An extension of up to 2 more weeks with pay is available if necessary.

#### Jury/Court Duty

A collective member may have time off with pay to do jury duty, or witness in court..

#### Moving Day

One day with pay is available for each move.

#### Sick Leave

Each collective member is entitled to 2 days of sick leave per month. This amounts to 24 days per year. Days can be accumulated from month to month, however, when the worker leaves the workplace permanently, the sick days are left behind.

This leave is intended to cover all aspects of health, including physical, emotional and mental.

As well, women who have the care of children may use this leave to look after any child that is sick

After one month of sick leave, workers will go on UIC sick leave.



### Hours of Work

Press Gang works a seven hour day, from 9 a.m. to 5 p.m. The work week is five days. (This is open to re-evaluation in January 1986.) There will also be a monthly collective meeting for approximately three hours, which is paid.

### Overtime

Any work performed outside of the regular work day, or regular work week will be recompensed at overtime rates. It may be taken as wages in the following pay period, or as time off at the collective members discretion.

- 1) Straight time - activities outside of the press such as staffing tables at community events, representing Press Gang to the public (i.e., radio interviews), collectively agreed upon representation at meetings, and collectively agreed upon projects (i.e., renovations, painting.)
- 2) Time and One Half - work day related, or meetings.
- 3) Double Time - Work on Saturdays and Sundays
- 4) Triple time - Work on Statutory Holidays.

All overtime is voluntary.

### Wages

All collective members are paid at the same rate of pay.

A child supplement of 20% of gross wages will be paid to any collective member with a child or children.

### Gross Wages

<u>June 15, 1985</u>	<u>September 15, 1985</u>	<u>December 15, 1985</u>	<u>March 15, 1986</u>
\$780.00	\$805.00	\$830.00	\$855.00
<u>June 15, 1986</u>	<u>September 15, 1986</u>		
\$880.00	\$905.00		

At the end of each calender year, Press Gang has the right to pay out all outstanding vacations and overtime for that year. If the worker wishes to take this as time off, they may do so, with the understanding that the time is prepaid.



## Working Conditions

### Health and Safety

- 1) Press Gang agrees to maintain good working and health conditions in the workplace.
- 2) There will be a health and safety committee. Health and Safety is the responsibility of the collective.
- 3) Press Gang will provide protective equipment such as gloves, hearing protection, and respirators.
- 4) Press Gang will maintain an industrial first aid kit, and current fire extinguishers.
- 5) Press Gang will provide an adequate ventilation system wherever necessary.
- 6) Proper storage facilities for chemicals will be provided.
- 7) No one will be required to lift more than 30 kgs.
- 8) Adequate lighting and heating will be provided.
- 9) No worker will operate dangerous equipment while alone.
- 10) No one will operate equipment while under the influence of alcohol or medication which impairs ability.
- 11) Women who are pregnant, or wishing to become so can change their job description to one not involving direct contact with chemicals or other hazards. If a direct job transfer is not viable, then a mutually agreed upon resolution will be reached.
- 12) Any worker has the right to refuse work that they consider dangerous.
- 13) Press Gang agrees that it will require its suppliers to provide evidence that new chemicals being introduced into the plant are non-injurious.
- 14) Press Gang will provide carpetting or rubberized mats to workers whose jobs involve long periods of standing.
- 15) Press Gang will maintain workers compensation coverage for all employees.

### Transporation

Press Gang agrees to provide transporation for any worker who works past 7 p.m. in the form of taxi fare.

Any worker using their own vehicle for Press Gang business will be reimbursed at the rate of 25¢ per mile.



## Human Rights

There will be no discrimination on the basis of age, race, colour, national origin, sex, system of belief, sexual orientation, marital status, or number of children, economic status, physical disability unrelated to the job performance or previous and current psychiatric treatment unrelated to job performance.

In response to the sexism in society in general and the printing trade in particular, Press Gang is committed to the necessity of autonomous women's groups, and the hiring of women in non-traditional work. Therefore, Press Gang views the hiring of women as a priority.

## Personal Rights

Individual collective members have the right to refuse to perform work that is personally offensive to them.

## Job Descriptions

There are six positions at Press Gang.

- 1) Production Co-ordinator
- 2) Pre-press/Estimator
- 3) Bookkeeper/Binder/Volunteer Co-ordinator
- 4) Small Press Operator I
- 5) Small Press Operator II
- 6) Harris Operator

## Technological Change

Technological change means the introduction of equipment, material or processes different in nature, type or quantity from that previously utilized.

In the event of technological changes, Press Gang will ensure adequate safety precautions, provide appropriate training to those the changes effect, and will guarantee job security.



## Closure

In the event of permanent closure, each worker will receive three months notice or pay in lieu of notice.

## Grant Workers

If any ongoing position is created through the hiring of a grant worker, that worker will be a full time collective member with all rights and responsibilities. Upon completion of the grant, the collective will take responsibility for the wage.

If a grant worker is hired on a temporary basis, she will be entitled to all benefits of a temporary worker.

## Temporary Workers

A roster will be kept of names of temporary workers. Seniority will be based on hours worked at the Press. Call out will be on the basis of this seniority list.

The rate of pay for temporary workers will be 50¢ more per hour than the standard collective wage. All benefits will be pro-rated. Temporary workers will be paid for statutory holidays if they have worked a minimum of 35 hours within the previous 70 hours.

The terms of employment will very clearly be spelled out before the hiring. (i.e., hours of work, compensation, benefits, length of employment)

Hiring for a full time collective member will be on the basis of seniority, if the applicant has an appropriate technical and collective feminist skill level for the job opening.

## Courses and Training

A collective member wishing to take courses or training relevant to their work is encouraged to do so. Expenses (tuition and course material) will be paid up to \$400. Additional course expenses can be considered by the collective. The worker is entitled to take off the course time from work depending upon scheduling.



## Job Security

- 1) Hiring - All collective members are on the hiring committee, and present at all interviews. Decisions are based on consensus. The collective will use a standard hiring format for all applicants. Hiring will be open first to the roster of temporary workers. A wider hiring will be undertaken if an applicant can not be found on the temporary workers' roster with the appropriate technical or feminist collective skills.
- 2) Evaluation -
  - i) New Collective Members - The three months following the hiring of a new collective member will be regarded as a period of evaluation both by and for the new member. The intent of this evaluation period is to establish a relationship that works for the new member and the collective as a whole.

If any problems do arise during this period, every effort should be made to work through the problems. This time should be seen as a way of including the new member, whom we have already made a commitment to.

During this time, the woman hired should have all the duties, benefits, and responsibilities of the collective and participate in all decision making.

At the end of the three month period, there will be an evaluation discussion. This discussion will be designed to talk about any outstanding issues, problems or appreciations with regard to the hiring and integration process.
  - ii) Full time Collective Members - At any point, a collective member can ask the collective for an evaluation of her work.

As well, any one can ask the collective for the evaluation of any other collective members' work. Every effort will be made to make criticisms as constructive as possible.

If there are any problems that can not be resolved through collective discussion, then an arbitration may be established for the purpose of resolving the problems. The mediator(s) chosen will be agreeable to all involved.
- 3) Firing - If the result of a mediation is firing, the worker will receive four weeks notice, or pay in lieu of notice. ( One months gross salary)