

THE CORPORATION OF THE DISTRICT OF BURNABY

28 December, 1964.

SPECIAL REPORT

His Worship, the Reeve,
and Members of the Council.

Gentlemen:

Your Manager reports as follows:

Re: Winter Works Incentive Program

By a recent directive, the Provincial Government has extended the circumstances under which the Provincial Government will participate in direct labour costs on approved Winter Works Projects.

The Provincial Government will, from 1st January, 1965, contribute toward direct labour costs on approved Winter Works Projects in the following steps and percentages:

- (1) 50% in the case of Social Assistance recipients employed who have or had been receiving Social Assistance for three months prior to employment.
- (2) 25% in the case of Social Assistance recipients employed who have been receiving Social Assistance for less than three months.
- (3) 25% in the case where there are no Assistance Recipients available and the N.E.S. refers men from its rolls who have no remaining Unemployment Insurance credits.

Item (3) above has been discussed with N.E.S. and appears to present many practical problems.

To review Burnaby's present situation:

1. Burnaby adopted a special program for the employment of Social Assistance cases of over three months. This program is designed for 45 men. As of 21st December, 1964 there were 45 three-month men assigned to this program. Of these, 12 were away and 5 were on Workmen's Compensation. An average employment of about 30 would be substantially the actual picture.
2. Burnaby has 23 men classed as "Temporary" engaged on Winter Works Projects.
3. There are another 22 men classed as "Temporary" who are releasing permanent employees for Winter Works Projects so are eligible for Federal Contribution.
4. As of 1st January, 1965, it is estimated that there will be approximately 40 additional Social Assistance cases qualifying under the three-month clause, of which it is assumed about 30 may be fit for work.
5. As of 1st January, 1965, it is estimated there will be approximately 20 Social Assistance cases with less than three months on the roll.
6. The "temporary" employees are normally retained for six months less one day and are then released and replaced with men referred by N.E.S.

It would appear that there are three possibilities available to the Corporation depending upon the approach of Council. These are:

- (a) Increase the allocation of three-month S.A. men to the special program to bring the effective force up to about the 45 man designed work force. Only three-month men can be employed on this special program as it is designed to be practically self-sustaining by Provincial and Federal contributions.
- (b) As "temporary" employees reach their six months less one day plateau, they be replaced with Social Assistance cases. It is considered that such

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replacements should be made by transfer from the Special Program of men who have demonstrated their desire and capacity to work so the normal work crews would not be unduly disrupted. Men transferred would be replaced by other Social Assistance recipients qualifying under the three-month clause.

- (c) Release sufficient "temporary" employees regardless of seniority to make room for Social Assistance men. This would seem to be unfair to such "temporary employees"; would be disruptive to the work crews; and would not conform to the usual practise of last on-first off even though "temporary" employees do not have this protection. This would be a rather ruthless approach to obtain Provincial Government contributions without regard for the Corporation's "temporary" employees or their ability. It would also complete a tie-up between Winter Works and Welfare and is not likely to improve efficiency or morale.

Approaches (a) and (b) both seem reasonable and it is recommended that Council approve in principle. For each three-month man placed on a regular Winter Work crew or releasing a permanent man for Winter Works eligibility the Corporation would gain about \$8.00 per day in Winter Works recovery. For each man with less than three months so placed, the Corporation would gain about \$4.00 per day.

Approach (c) is the least attractive.

There are practical problems in implementing approaches (a) and (b) which would have to be worked out. One such problem is the presence of former "temporary" employees on the Social Assistance Roll for three months. Such men cannot be rehired without them gaining "permanent" status almost immediately, thus disqualifying themselves for Federal participation.

However, if approaches (a) and (b) are used and the practical problems overcome it is unlikely that the less-than-three-month men will be reached during this Winter Work period.

Respectfully submitted,



H. W. Balfour

HWB:gr