

THE CORPORATION OF THE DISTRICT OF BURNABY

SPECIAL REPORT.

7 January 1964.

HIS WORSHIP, THE REEVE
AND MEMBERS OF THE COUNCIL.

Gentlemen:

Re: Burnaby Fire-Fighters Association.

Notice to open 1964-65 negotiations with the above mentioned Union was received by the Council on December 23, 1963 and referred to the Municipal Manager for attention. A meeting was held with representatives of the Union on December 24th, 1963, being within 5 days of receipt of the notice as required by the Labour Relations Act.

The following demands were received on December 30, 1963:

- (a) A reduction of the hours of work from 48 hours to 42 hours per week, effective March 1, 1964.
- (b) A wage increase of 5% effective March 1, 1964.
- (c) That the positions of Deputy Fire Chief, Assistant Fire Chiefs and the Fire Prevention Officer be included in the Contract.

The negotiators for the Corporation and the Union met on Friday, January 3, 1964 and agreed to recommend a renewal of the present contract with the following conditions:

- (a) The term of the new contract would be for a period of two years from March 1, 1964 to March 1, 1966.
- (b) The hours of work would be reduced from 48 to 42 hours per week effective January 17, 1965.
- (c) The Corporation would stop contributions to private telephones, as provided in the present contract, as of July 31, 1964.
- (d) On and after August 1, 1964, an employee reporting for work on the call of the Corporation, at any time other than his regular working hours, shall be paid at his regular rate of pay for the entire period spent at his place of work in response to the call, with a minimum of two and one-half (2½) hours pay at his regular rate.
- (e) The following monthly rates of pay, based on a 2.3% increase as contained in the Civic Union contract to be effective March 1, 1964:

	<u>New Rate</u>	<u>Old Rate</u>
Fire-Fighter and Fire Prevention Inspector :		
1st 6 months	\$ 348.00	\$ 340.00
2nd 6 months	361.00	353.00
2nd year	388.00	379.00
3rd year	426.00	416.00
4th year	465.00	455.00
5th year	506.00	495.00
 Fire Mechanic	 526.00	 514.00
Lieutenant	557.00	544.00
Captain	607.00	592.00

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MUNICIPAL COUNCIL
by Executive Assistant
to Municipal Manager.
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- (f) The number of calendar days each employee shall be entitled to take in lieu of the ten statutory holidays on and after January 1, 1965, will be reduced from 14 to 11 calendar days.

Last year a Conciliation Board granted the Vancouver Fire-Fighters a 42-hour week which will become effective on August 1st, 1964. The Board also terminated the telephone benefit and reduced the statutory holidays by three days. The "call-out" time of 2½ hours per call replaced the loss of the telephones.

The 42-hour week will require 15 additional firefighters and the additional cost for the year 1965 is estimated to be \$73,000.00 which will increase to approximately \$107,000.00 in 1969. This amount is based on the salary scale proposed in the new agreement.

The estimated cost of the 2.3% wage increase for 1964 is \$12,500.00.

The elimination of the "telephone" benefit means an estimated saving to the Corporation of \$7300.00 per year. The "call-out" time would cost \$900.00 per year based on 1963 experience.

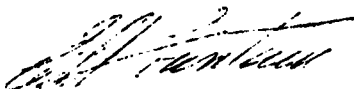
The Union representatives were very concerned regarding the status of the Deputy Fire Chief, Assistant Fire Chiefs and Fire Prevention Officer and only withdrew the demand for bargaining rights after assurance was given that a study would be undertaken in 1964 with the hope that a satisfactory solution can be concluded before the end of the year to clarify the position of employees in exempt positions.

This commitment will not form part of the contract, as the item was withdrawn by the Union, but a study should be undertaken during the year, otherwise it is expected the Union will refer the matter to the Labour Relations Board in 1965.

The general membership of the Union ratified the terms of the proposed new agreement, outlined above, on Monday, January 6, 1964.

The negotiators for the Corporation recommend that Council ratify the agreement and authorize the Reeve and Clerk to sign the new agreement on behalf of the Corporation.

Respectfully submitted,



E. A. Fountain,
EXECUTIVE ASSISTANT TO MUNICIPAL
MANAGER.

EF:eb