

THE CORPORATION OF THE DISTRICT OF BURNABY

April 9, 1965

HIS WORSHIP THE REEVE AND
MEMBERS OF THE COUNCIL

Gentlemen:

REPORT OF THE POLICY/PLANNING COMMITTEE

A. Wage Negotiations

Your Committee would recommend that negotiations with the Burnaby Civic Employees Union (Local 23) be concluded on the following bases:

- (1) That wages for the Outside Worker's Division of the Union for the year 1965 be at parity with the City of Vancouver.

This means an adjustment of between 5¢ and 8¢, inclusively, for the various classifications as at December 31, 1964, to be effective January 1, 1965, plus an additional 5¢ per hour as of January 1, 1965, and 4¢ per hour as of July 1, 1965.

In the case of Grader Operators, the adjustment at December 31, 1964, is to be an additional 9¢ per hour and Large Loader Operators are to receive an additional 10 1/2¢ per hour.

- (2) That wages for the Inside Workers Division and the Foreman's Division be at parity with the City of Vancouver for the year 1965.

This means an adjustment of between \$3.00 and \$8.00 per month, inclusively, for the various classifications as at December 31, 1964 plus 4 1/2%, all effective January 1, 1965.

- (3) That employees in all Divisions be granted four weeks vacation after 16 years of service.
- (4) That a Joint Committee of two persons, one from the Corporation and the other from the Union, be established to:

- (a) consider problems that may result in the application of the seniority provisions relating to the Parks Department;

- (b) review the grievance procedure.

- (5) That Council advise the Union by letter that the existing means of communication between Council and the Union (which is considered to be satisfactory) will be continued.
- (6) That the decision of the Labour Relations Board in respect of an application of the Corporation dated November 26, 1964, regarding the general question of union and non-union status for all employees be not made effective before January 1, 1966.

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- (7) That Section (e) of Clause 5.2 of the 1963/64 Outside Division Agreement be rewritten to recognize the results of the reorganization of the Engineering Department that was carried out last year.
- (8) That lunch periods for those Outside Workers who are required to service equipment be varied between the hours of 12 o'clock noon and 1:30 p.m.
- (9) That Clause 2 of Schedule (b) of the 1963/64 Inside Division Agreement be amended by deleting the words "Engineering Assistants" and adding the following:

Party Chief
Instrumentman
Levelman
Survey Assistants
Engineering Assistant III

- (10) That the position of Storekeeper II be reclassified as Foreman (Stores) as of January 1, 1965 and the incumbent paid the third step in the new salary range.

In addition, we would recommend:

- (a) that the same salary adjustments relating to the Inside Worker's Division be awarded to those members of the "Exempt" staff who are in Pay Grade 33 or lower;
- (b) that those members of the "Exempt" staff in Pay Grades 34 and upward be granted the 4 1/2% increase only.

B. Select Committee re matters relating to "Exempt" staff

Your Committee would recommend that the Select Committee which was established last year to deal with matters relating to the Exempt staff be re-appointed and that Councillor Corsbie be added to the Committee in place of former Councillor MacSorley. The other two members are Councillors Cafferky and Herd, with Councillor Cafferky being the Chairman.