

10. Re: Hours of Work - West Vancouver Administrative Staff

A question was raised in Council on March 20, 1973 re the above.

It seems that the Union asked the Council of the District to conduct an experiment. The District agreed for the period June 4 to October 19, 1973.

Each and every inside employee, including exempt staff, reports to work at 8:00 a.m. instead of 8:30 a.m. and takes 45 minutes instead of one hour for lunch. The extra 45 minutes is accumulated for 9 days so that in theory the tenth day may be taken off duty. In theory, every employee should get an extra day off every second Friday or Monday, as the case may be. Only days actually worked are included in the calculations. Days off on holidays and sick leave are excluded.

This move was made on the theory that it would increase productivity and not add to the cost of operation. Whether or not it has increased individual employee productivity is open to question. Certainly the District is experiencing difficulty in freeing some of its employees for the time off they have earned through the plan and in some cases it has been found necessary to employ temporary personnel.

This is for the information of Council.