

ITEM 28

MANAGER'S REPORT NO. 13

COUNCIL MEETING Feb. 18/74

3. Re: 1974 Civic Union Agreements

The following is the report of the Personnel Director dated February 14, 1974 regarding the above.

The proposed settlement terms carry the unanimous approval both of the Negotiating Sub-Committee and of the full Employer Bargaining Committee. All of the union locals are expected to vote on the package on Saturday, February 16, 1974. The proposed terms clearly fall with the terms of reference for the negotiating of collective agreements and for the establishment of pay rates and fringe benefits which were established by all Bureau member municipalities during the Fall of 1973 (see the principle of "Fair Community Comparison" which was adopted by the Council by concurring in the recommendation made in Item 2 (In Camera), Manager's Report #70, dated September 17, 1973).

The "Local Issues" have yet to be negotiated and these are attached for easy reference. They were reviewed, considered and approved by Council in Item 2(In Camera), Report #87 on November 19, 1973.

RECOMMENDATION:

THAT the proposed settlement be accepted; and

THAT those positions in the "exempt" status with pay grades no higher than those within the scope of the Union be given the same settlement terms (i.e., pay grade 30 and below).

* * * * *

TO: MUNICIPAL MANAGER

FEBRUARY 14, 1974

FROM: PERSONNEL DIRECTOR

SUBJECT: 1974 CIVIC UNION AGREEMENTS

The following sets out the recommendations of your bargaining representatives with respect to negotiations with Local 23 C.U.P.E. on behalf of the Inside, Outside and Foremen employees. I have made some explanation (in brackets) after each of the items agreed to.

The cost to the Municipality is set out in a table following Appendix "D".

Recommendation: That Council ratify and approve the recommendations:

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CORPORATION OF THE DISTRICT OF BURNABY, THE CORPORATION OF DELTA, THE CORPORATION OF THE CITY OF NORTH VANCOUVER, THE CORPORATION OF THE DISTRICT OF NORTH VANCOUVER, THE NORTH SHORE UNION BOARD OF HEALTH, THE NORTH VANCOUVER RECREATION COMMISSION, THE CORPORATION OF THE TOWNSHIP OF RICHMOND, THE CITY OF VANCOUVER, AND THE BOARD OF PARKS AND PUBLIC RECREATION OF THE CITY OF VANCOUVER (hereinafter called "the Employers") AND THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCALS 23, 389, 394, 454 AND 1004, AND THE RICHMOND CIVIC EMPLOYEES' ASSOCIATION, LOCAL 718 (hereinafter called "the Unions") AGREE TO RECOMMEND TO THEIR RESPECTIVE COUNCILS, BOARDS, COMMISSIONS AND MEMBERSHIPS THAT THEIR 1974 COLLECTIVE AGREEMENTS CONSIST OF THE FOLLOWING:

1. All of the terms and conditions of their 1972-1973 Agreements except as specifically varied below.
2. The term of the new Agreements shall run from January 1, 1974 to December 31, 1974, both dates inclusive.

(Since Civic negotiations precede the I.W.A. and other major settlements to take place for 1974-75, the Civic Unions were insistent upon a 1 year agreement only)

3. The hourly rates for all classes which were below \$2.25 on December 31, 1973 shall be adjusted upwards to \$2.25 prior to the application of the general wage and salary increase set forth in paragraph 6.

(The Provincial minimum wage, effective June 3, 1974, will be \$2.50 per hour in any case)

4. The rates of pay for all Tradesmen and Sub-Foremen (Trades), and for all Trades Foremen employed by the District of Burnaby and the City of North Vancouver shall be adjusted upwards by ten cents (10¢) per hour prior to the application of the general wage and salary increase set forth in paragraph 6.

(The special increase of \$.10 per hour for Tradesmen was agreed to apply to all classifications requiring journeyman trades qualifications. These classes were found to be approximately \$.10 behind the private sector in 1973)

5. The rates of pay for all Inspectional classes whose required qualifications include possession of journeyman tradesmen status in any of the trades covered by paragraph 4, i.e., Building Inspectors, Electrical Inspectors, Gas and/or Plumbing Inspectors, shall be adjusted upwards by fifteen dollars (\$15.00) per month prior to the application of the general wage and salary increase set forth in paragraph 6.

(Same explanation as item 4)

6. All rates of pay which were in effect on December 31, 1973, as amended by the upward adjustments set forth in paragraphs 3, 4 and 5, shall be increased with effect from January 1, 1974 by twelve per cent (12%) or by seventy dollars (\$70.00) per month in the case of monthly rated employees or by forty (40) cents per hour in the case of hourly rated employees, whichever provides the larger increase. The resulting rates are set forth in Appendices "B", "C" and "D" attached hereto.

(12% general increase, with a minimum monthly increase for lower paid employees of \$70.00)

7. There will be no 'learner' rates for inexperienced part-time or casual employees in the new Agreements.

(There are no "learner" rates in Burnaby, and this provision does not apply to our agreements)

8. The Unions agree to commit themselves to undertake in separate appendices to each collective agreement that the upward pay adjustments set forth in paragraphs 3, 4 and 5 and the minimum general increases of \$70.00 per month and 40 cents per hour set forth in paragraph 6, shall not be employed under the Job Evaluation agreement to justify an increase to the rate attaching to any class to which such adjustments do not apply.

(This provision is to protect the employers against appeals, via the Job Evaluation Agreement, that existing differentials be restored after the new pay adjustments are put into effect)

9. The Unions agree to commit themselves to undertake in separate appendices to each collective agreement that the rates of pay for the Delta Recreation Centres Personnel shall not be employed under the Job Evaluation agreement to justify an increase to the rate attaching to comparable classes employed by the remaining Employers.

(The Delta Recreation Centres rates are considered to be above Regional rates for similar work. This provision is to protect the other Municipal employers from appeals via the Regional Job Evaluation Agreement to have these rates established elsewhere)

10. Annual vacation entitlement shall be amended so as to provide fifteen (15) working days during the fourth up to and including the eleventh calendar year of service, twenty (20) working days during the twelfth up to and including the twenty-second calendar year; and twenty-five (25) working days during the twenty-third and all subsequent calendar years of service.

(Present entitlement is: 3 weeks during the 5th calendar year
4 weeks during the 12th calendar year
5 weeks during the 25th calendar year)

11. The probationary period shall be six (6) months under all Agreements, providing that such amendments as are necessary shall not in any way affect pre-existing eligibility for benefits, and also providing that no employee already employed at the date of the signing of his or her 1974 collective agreement, shall be required to serve a longer probationary period that was in effect under the corresponding 1972-1973 collective agreement.

(6 month probationary period as a standard for all agreements.

At present it varies from 3 months to 1 year. Burnaby agreements presently have a 6-month period.)

12. All new Agreements shall have included in lieu of pre-existing Union Security clauses, a new standard clause providing that employees presently members of the Union shall remain so, and that new employees shall become members of the Union by the pay period immediately following the completion of thirty (30) calendar days of employment, and that all members shall remain as members of the Union as a condition of employment providing that no employee shall be deprived of employment by reason of loss of Union membership for any reason other than failure to pay regular Union dues.

(This provides a standard Union membership clause for all agreements. There is a minor change for Burnaby employees in that an employee may not be excluded from employment as a disciplinary measure by the Union, so long as he is paying Union dues)

13. It is agreed that existing provisions for payment of monthly dues, or the equivalent thereof, shall remain in full force and effect.

(The existing provisions in our agreement providing lower Union dues for part-time employees remains unchanged)

14. A new clause dealing with Technological Change will be incorporated into all Agreements in accordance with the wording contained in the attached Appendix "A".

(This clause is a statutory requirement of the Labour Code of B.C. for all Union Agreements)

15. All of the requests of the Employers and of the Unions contained in Appendices "C" and "D" of the 'Protocol' agreement between the parties dated November 14, 1973, which may not have been resolved or otherwise disposed of by the individual parties within a period of sixty (60) calendar days immediately following the date of the signing of the 1974 Agreements, shall be referred back to the Joint Committees of the respective Bargaining Representatives for final disposition.

(Local negotiation requests, which are not resolved within 60 days, may be referred to the Regional Joint Bargaining Committees by either side. There is no provision to force resolution)

16. A Committee comprising Mr. Jack Phillips, C.U.P.E. National Representative; Mr. R. C. Ross, V.M.R.E.U. Business Manager; and Mr. Graham Leslie, Director of Labour Relations, G.V.R.D., will be established to attempt to formulate recommendations to their respective principals with respect to the following matters:

- (a) A percentage formula to look after the vacation pay of those employees who work at varying pay rates during the course of a year;
- (b) Leave of Absence;
- (c) Compassionate Leave or Bereavement Leave.

(Part (a): The parties will attempt to find a solution for recommendation on vacation pay rates. There is no significant problem in Burnaby)

(Part (b): The Unions are requesting more freedom on leave of absence. The employers are seeking ways of cancelling benefit cost sharing when employees are on leave without pay for extended periods)

(Part (c): The parties are seeking standard regional compassionate leave provisions)

17. A review will be made by the Joint Committees of the respective Bargaining Representatives of the subject of Eligibility for Benefits. The Joint Committees will be supplemented by representatives of the V.M.R.E.U., and will endeavour to formulate recommendations to their respective principals.

(There is no problem in Burnaby)

18. The request by Local 23 with respect to the matter of Overtime for temporary and part-time employees will be referred to the Joint Committees referred to in paragraph 17.

(Our agreements have a provision to pay time and one half only (not double time) for part-time employees who work overtime. Our Union seeks to have such employees paid overtime rates on the same basis as permanent employees)

19. The First Aid Bonuses in effect at December 31, 1973 shall be increased effective January 1, 1974 so as to provide \$26.00 per month for an eligible holder of a "C" certificate and \$30.00 per month for an eligible holder of an "A" or a "B" certificate. The Committee referred to in paragraph 16 will meet following the signing of the new Agreements in order to review the appropriateness of the amended bonus rates.

(We do not have 1st aid attendants as our crews are generally dispersed and have quick access to the emergency ward at Royal Columbian Hospital or the Burnaby General Hospital)

20. The Employers' joint request #20 and the Unions' joint requests #26 to #52 and the additional requests of Local 23 set out in its letter dated November 19, 1973 to Messrs. G. Leslie and J. Phillips, are to be negotiated subject to the right of either party to submit any unresolved issue to the Appeal Procedure contained in the Job Evaluation Agreement between the parties.

(These requests deal with job revaluations. Either party may utilize the Appeal procedure of the Job Evaluation Agreement for unresolved valuations)

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21. Following the ratification of this Memorandum of Agreement by all the parties, the Joint Committees of the respective Bargaining Representatives will meet to discuss and consider the issues of Training, Promotion and Seniority, including the requests submitted by the Unions and the Employers in the 1973-74 Joint Negotiations.

(This deals with a matter of employee training, promotion and seniority. It is largely resolved in Burnaby through our employee training course system and our driver-trainer program)

DATED at the City of Vancouver in the Province of British Columbia this 11th day of February, 1974.

T. R. Bland
Senior Solicitor
City of Vancouver

Owen Dykstra, President
Adam Broomfield, Executive Member
Local 23

D. F. Hicks
Personnel Director
District of Burnaby

Tom Silva, President
Tom Kelly, Executive Member
Local 389

M. M. Knowles
Personnel Director
District of North Vancouver

Mel Frith, President
Leo Firman, Executive Member
Local 394

Graham Leslie
Director of Labour Relations
Greater Vancouver Regional
District

Mrs. Bertha Budd, President
David Trevitt, Executive Member
Local 454

Watson David, President
Clive Richards, Executive Member
Local 718

David Werlin, Secretary
Roy Cooper, Executive Member
Local 1004

R. G. Magill, Representative
Canadian Union of Public Employees

Jack Phillips, Representative
Canadian Union of Public Employees

APPENDIX "A" attached to, and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

TECHNOLOGICAL CHANGE

During the term of this agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this collective agreement.

Where the employer introduces, or intends to introduce, a technological change, that:

- (a) affects the terms and conditions, or security of employment of a significant number of employees to whom this collective agreement applies; and
- (b) alters significantly the basis upon which the collective agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an arbitration board pursuant to Article.....of this collective agreement, by-passing all other steps in the grievance procedure.

The arbitration board shall decide whether or not the employer has introduced, or intends to introduce a technological change, and upon deciding that the employer has or intends to introduce a technological change the arbitration board:

- (a) shall inform the Minister of Labour of its finding; and
- (b) may then or later make any one or more of the following orders:
 - i) that the change be made in accordance with the terms of the collective agreement unless the change alters significantly the basis upon which the collective agreement was negotiated;
 - ii) that the employer will not proceed with the technological change for such period, not exceeding ninety days, as the arbitration board considers appropriate;
 - iii) that the employer reinstate any employee displaced by reason of the technological change;
 - iv) that the employer pay to that employee such compensation in respect of his displacement as the arbitration board considers reasonable.
 - v) that the matter be referred to the Labour Relations Board [under Section 77 of the Labour Code of British Columbia].

The employer will give to the union in writing at least ninety days notice of any intended technological change that:

- (a) affects the terms and conditions or security of employment of a significant number of employees to whom this collective agreement applies, and
- (b) alters significantly the basis upon which the collective agreement applies.

APPENDIX "B-1" attached to, and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

1974 PAY PLAN -- INSIDE EMPLOYEES

PAY GRADE	STEPS:				
	1	2	3	4	5
2	431	448	460	478	494
3	448	460	478	494	506
4	460	478	494	506	523
5	478	494	506	523	540
6	494	506	523	540	559
7	506	523	540	559	573
8	523	540	559	573	598
9	540	559	573	598	622
10	559	573	598	622	644
11	573	598	622	644	678
12	598	622	644	678	703
13	622	644	678	703	738
14	644	678	703	738	767
15	678	703	738	767	806
16	703	738	767	806	842
17	738	767	806	842	883
18	767	806	842	883	921
19	806	842	883	921	963
19½	---	---	902	942	988
20	842	883	921	963	1011
21	883	921	963	1011	1056
22	921	963	1011	1056	1104
23	963	1011	1056	1104	1157
24	1011	1056	1104	1157	1208
25	1056	1104	1157	1208	1264
26	1104	1157	1208	1264	1327
27	1157	1208	1264	1327	1389
28	1208	1264	1327	1389	1446
29	1264	1327	1389	1446	1520
30	1327	1389	1446	1520	1588
31	1389	1446	1520	1588	1664
32	1446	1520	1588	1664	1737
33	1520	1588	1664	1737	1822

APPENDIX "B-2" attached to, and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

ADJUSTMENTS FOR INSPECTIONAL CLASSES

1974 RATES

(1973 Rates + \$15 + 12%)

City of Vancouver:

Building/Plumbing Inspector I	\$ x	x	1121	1174	1225
" " " II	1121	1174	1225	1281	1344
" " " III	1281	1344	1406	1463	1537

District of Burnaby:

Building Inspector III	1073	1121	1174	1225	1281
Electrical/Plumbing & Gas Inspector I	1028	1073	1121	1174	1225
Electrical/Plumbing & Gas Inspector II	1121	1174	1225	1281	1344

Township of Richmond:

Building/Plumbing Inspector	1028	1073	1121	1174	1225
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North Vancouver District:

Building/Electrical/Plumbing & Gas Inspector I	x	x	1121	1174	1225
Building/Electrical/Plumbing & Gas Inspector II	1174	1225	1281	1344	1406

North Vancouver City:

Electrical/Plumbing & Gas/ Building Inspector I	x	x	1121	1174	1225
Building/Plumbing & Gas Inspector II	1174	1225	1281	1344	1406
Electrical Inspector II	1225	1281	1344	1406	1463

Delta:

Building/Plumbing & Gas Inspector I	x	x	1121	1174	1225
Building/Plumbing & Gas Inspector II	1121	1174	1225	1281	1344

February 11, 1974

APPENDIX "C-1" attached to and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

OUTSIDE PAY RATES

<u>1973</u>	<u>Plus 10¢</u>	<u>1974</u>
3.845		4.305
3.940		4.415
4.040		4.525
4.120		4.615
4.230		4.740
4.310		4.825
4.390		4.915
4.430		4.960
4.475		5.010
4.560		5.105
4.610		5.165
4.615		5.170
4.695		5.260
4.700		5.265
4.705		5.270
4.810		5.385
4.860		5.445
4.900	5.00	5.600
4.930		5.520
5.070		5.680
5.250		5.880
5.290		5.925
5.370		6.015
5.370	5.470	6.125
5.535		6.200
5.610	5.710	6.395
5.770	5.870	6.575

		<u>Acting</u>				
Trades Foreman I (Burnaby)	1973	\$ x	986	1033	1079	1129
	Plus \$17.40		1003.40	1050.40	1096.40	1146.40
	1974	x	1124	1176	1228	1284
Trades Foremen II (Burnaby)	1973	x	1079	1129	1185	1240
	Plus \$17.40		1096.40	1146.40	1202.40	1257.40
	1974	x	1228	1284	1347	1408

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APPENDIX "C-2" attached to, and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

OUTSIDE PAY RATES (Continued)

	<u>1973</u>		<u>1974</u>
<u>Burnaby:</u>			
Equip. Maintenceman	\$5.140		\$5.755
Park Attendant	3.465		3.880
Pump Station Serviceman II	5.160		5.780
Yardman	4.345		4.865
<u>Richmond:</u>			
Heavy Equip. Mover	4.96		5.555
Sub-Foreman - Dykes & Drainage	\$854.00 p.m.		\$956
Foreman I	5.23		5.860
	5.445		6.100
	5.690		6.375
Foreman 2	5.690		6.375
	5.960		6.675
	6.230		6.980
Foreman - Dykes & Drainage	\$945		\$1058
	987		1105
	1027		1150
		<u>Plus 10¢</u>	
<u>North Vancouver City:</u>			
Tradesman IIA	5.555	5.655	6.335
Waterworks Fitter III	4.685		5.245
Sub-Foreman I	4.395		4.920
" II	4.685		5.245
" III	5.025		5.630
" IV	5.325		5.965
Foreman II	5.415		6.065
	5.660		6.340
	5.930		6.640
Trades Foreman	5.935	6.035	6.760
	6.200	6.300	7.055
	6.490	6.590	7.380
Lynn Creek Caretaker	\$364.86		\$411.42
<u>North Vancouver District</u>			
Wood Carver	5.150		5.770
Sub-Foreman I	4.395		4.920
" III	5.025		5.630
" IIIA	5.150		5.770
Storeman	4.135		4.630

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APPENDIX "D" attached to and forming a part of the Memorandum of Agreement dated February 11, 1974 between the negotiators for the Corporation of the District of Burnaby et al. (9 Employers) and the negotiators for the Canadian Union of Public Employees (6 Locals).

NORTH VANCOUVER RECREATION CENTRE BOARD

<u>Pay Group</u>	<u>1973 Rate</u>	<u>1973 Adj.</u>	<u>40¢ Increase</u>	<u>12% Increase</u>	<u>1974 Rates</u>
- 2	1.810	2.250	2.650	2.520	2.650*
- 1	1.890	2.250	2.650	2.520	2.650*
1	1.975	2.250	2.650	2.520	2.650*
2	2.050	2.250	2.650	2.520	2.650*
3	2.120	2.250	2.650	2.520	2.650*
4	2.225	2.250	2.650	2.520	2.650
5	2.310		2.710	2.585	2.710
6	2.410		2.810	2.700	2.810
7	2.510		2.910	2.810	2.910
8	2.615		3.015	2.930	3.015
9	2.720		3.120	3.045	3.120
10	2.845		3.245	3.185	3.245
11	2.950		3.350	3.305	3.350
12	3.095		3.495	3.465	3.495
13	3.240		3.640	3.630	3.640
14	3.385		3.785	3.790	3.790
15	3.545				3.970
16	3.725				4.170
17	3.895				4.360
18	4.090				4.580
19	4.265				4.775
20	4.465				5.000

* 1973 steps now non-existent

DELTA RECREATION CENTRE

<u>1973</u>	<u>1974</u>
\$2.25	x
2 50	2.90
2.75	3.15
3.00	3.40

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	<u>1973 Payroll</u>	<u>Cost of 12% Increase</u>	<u>Cost of \$70.00 floor</u>	<u>Cost of 10¢</u>	<u>Cost of \$15.00</u>	<u>Cost of 40¢ floor</u>	<u>Cost of Vacations</u>	<u>Total Cost</u>	<u>Percentage of 1973 Payroll</u>
Burnaby	\$6,714,825	807,011	11,136	7,934	2,340	—	16,921	845,342	12.59%
Delta	1,977,583	237,755	1,656	2,088	1,620	—	3,854	246,973	12.49%
North Van. City	1,974,256	237,194	2,832	1,462	900	—	3,427	245,815	12.45%
North Van. District	4,995,255	600,066	3,612	3,132	2,160	—	6,434	615,404	12.32%
Richmond	4,353,086	523,166	8,424	5,011	1,620	—	7,801	546,022	12.54%
Vancouver: Inside	*15,305,130	1,755,215	59,844	—	6,120	63,055	38,743	1,922,977	12.56%
Outside	12,512,236	1,505,853	—	36,540	—	—	28,108	1,570,501	12.55%
TOTAL	\$47,832,371	5,666,260	87,504	56,167	14,760	63,055	105,288	5,993,034	12.53%

*Includes casual payrolls and service pay which were deducted before applying 12%

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ITEM 2 (IN CAMERA)
MANAGER'S REPORT NO. 87
COUNCIL MEETING Nov. 19/73

Appendix "C" attached to, and forming a part of the Memorandum of Agreement dated November 14, 1973 between the Corporation of the District of Burnaby et al (9 Employers) and C.U.P.E. Locals 23, 389, 394, 454, 718 and 1004.

List of Employer Requests Submitted for Local Negotiations Pursuant to Article 10

CORPORATION OF THE DISTRICT OF BURNABY AND C.U.P.E. LOCAL 23 (INSIDE DIVISION)

21. That Section 5.1(b) of the Hours of Work section of the Inside agreement be amended to read in the last sentence "The work day for part-time employees shall be in accordance with the Hours of Work Act".
22. That schedule 'B' be amended to clarify the provision covering positions which have varied daily or weekly hours of work and to establish a system of banking and taking off time at straight time rates.
23. That 5.5(a)(6) which provides that compensation for overtime may be in time off in lieu of pay, be deleted.
24. Vacations - That the vacation provisions of the agreement be clarified and streamlined to provide for the following:
 - a. A simple method of calculation of earned vacation.
 - b. That the granting of vacation leave is subject to the operational requirements of the service.
 - c. A provision for disapproval, alteration or cancellation of vacation.
 - d. A provision that an employee earns but is not entitled to receive vacation leave with pay during the first six months of probationary employment.
 - e. That during vacation an employee's vacation time may be displaced to a later date if he has a verified sickness.
25. That section 13 Grievance Procedure be amended in step 2 by inserting a paragraph before paragraph 2 stating "The Grievance Sub-Committee shall determine what the grievance is and whether or not it is in time pursuant to this procedure".
26. That the following position classes be revaluated or reclassified:
 - a. Radio Dispatcher - increase one pay grade to pay grade 14;
 - b. Plan Checking Assistant 1 - increase one pay grade to pay grade 19;
 - c. R. Bishop - Draftsman 2 - to achieve an agreed method to reduce his pay rate from the top step of a Draftsman 3 to the top step of a Draftsman 2.
 - d. Court Reporter - that the position be revaluated or reclassified to provide that private contracting services in the preparation of transcripts for fees payable to the incumbent shall not be carried out during work hours.

Appendix "C" (continued)

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CORPORATION OF THE DISTRICT OF BURNABY AND C.U.P.E. LOCAL 23 (OUTSIDE DIVISION)

27. Vacations - That the vacation provisions of the agreement be clarified and streamlined to provide for the following:
- a. A simple method of calculation of earned vacation.
 - b. That the granting of vacation leave is subject to the operational requirements of the service.
 - c. A provision for disapproval, alteration or cancellation of vacation.
 - d. A provision that an employee earns but is not entitled to receive vacation leave with pay during the first six months of probationary employment.
 - e. That during vacation an employee's vacation time may be displaced to a later date if he has a verified sickness.
28. That section 13 Grievance Procedure be amended in step 2 by inserting a paragraph before paragraph 2 stating "The Grievance Sub-Committee shall determine what the grievance is and whether or not it is in time pursuant to this procedure".

CORPORATION OF THE DISTRICT OF BURNABY AND C.U.P.E. LOCAL 23 (FOREMEN'S DIVISION)

29. Vacations - That the vacation provisions of the agreement be clarified and streamlined to provide for the following:
- a. A simple method of calculation of earned vacation.
 - b. That the granting of vacation leave is subject to the operational requirements of the service.
 - c. A provision for disapproval, alteration or cancellation of vacation.
 - d. A provision that an employee earns but is not entitled to receive vacation leave with pay during the first six months of probationary employment.
 - e. That during vacation an employee's vacation time may be displaced to a later date if he has a verified sickness.
30. That section 13 Grievance Procedure be amended in step 2 by inserting a paragraph before paragraph 2 stating "The Grievance Sub-Committee shall determine what the grievance is and whether or not it is in time pursuant to this procedure".

ITEM 28
MANAGER'S REPORT NO. 13
COUNCIL MEETING Feb. 18/74

ITEM 2 (IN CAMERA)
MANAGER'S REPORT NO. 87
COUNCIL MEETING Nov. 19/73

Appendix "D" attached to, and forming a part of the Agreement dated November 14, 1973 between the Corporation of the District of Burnaby et al (9 Employers) and C.U.P.E. Locals 23, 389, 394, 454, 718 and 1004

List of Union Requests Submitted for Local Negotiations Pursuant to Article 10

Local 23 (All Divisions) & Corporation of Burnaby

54. Amend Article 13 - Grievance Procedure, subsection 2, step 1, by deleting the word "supervisor" in the second and third line in all contracts, Inside, Outside and Foremen.
55. Amend Article 7.3 - Application of Seniority, subsection (b) by striking out the words at the end of the paragraph "one month" and inserting "five (5) days". This is applicable to the Outside and Foremen's Contract.
56. Amend the collective agreement in all Contracts to provide for time off in lieu of pay at overtime rates.
57. Amend all collective agreements to allow for an employee to accept employment other than with the Municipality while on a leave of absence due to his/her driver's licence having been revoked.

Local 23 (Inside Division only)

58. Amend the Inside collective agreement to provide for a continuing study on the four-day work week encompassing therein a provision for a flexible work day.
59. Amend the Inside collective agreement, Schedule "C" - Car Allowance, subsection 3(d) to provide for a flat rate of sixty dollars (\$60.00) per month for car allowances.

Local 23 (Outside Division only)

No such requests

Local 23 (Foremen's Division only)

No such requests.