

ITEM 10

MANAGER'S REPORT NO. 45

COUNCIL MEETING June 23/75

Re: Refuse Collection

Letters that appeared on the Agenda for the June 9, 1975 Meeting of Council

1. Mr. J. W. Habkirk, May 21, 1975
 2. Mrs. V. Nazareno, May 26, 1975
 3. Mr. R. A. Carriere, May 23, 1975
 4. Mrs. J. E. Hardy, May 29, 1975
 5. Mr. and Mrs. W.H. Refausse, May 26, 1975
- (Item 11, Report No. 41, June 9, 1975)

On June 9, 1975, Council received five letters regarding refuse collection services, and also a report from staff on this matter. The additional information that Council requested on that occasion is contained in the following report from the Municipal Engineer.

RECOMMENDATION:

1. THAT copies of a. Item 11, Report No. 41, and b. this report be sent to Mr. J. W. Habkirk, Mrs. V. Nazareno, Mr. R.A. Carriere, Mrs. J. E. Hardy, and Mr. & Mrs. W. H. Refausse.

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19 June, 1975

TO: MUNICIPAL MANAGER

FROM: MUNICIPAL ENGINEER

SUBJECT: REFUSE COLLECTION SERVICE COMPLAINTS
(ITEM #11, MANAGER'S REPORT #41, COUNCIL MEETING 9 JUNE, 1975)

The two matters on which Council requested additional information are as follows, with the Engineering Department comment in each case following the query of Council:

1. "The Municipal Engineer and his staff have met with Union representatives on several occasions attempting to minimize job action with only a partial measure of success. It was clearly pointed out in strong terms to the Union that, while 'work to rule' action was being tolerated reluctantly, any individual and unilateral action taken beyond the accepted limits would result in disciplinary action being taken."

The subject of work to rule action was raised at Municipal Council meetings on several occasions and on each occasion the Mayor and Council determined that it would not be in the best interest of Council to embark on a course of general disciplinary action on the then existing overall problem of work to rule action. It should be mentioned, however, that the Engineering Department did continue, even during the period of the work to rule action, to carry out specific and individual disciplinary measures relating to misconduct but not directly related to the overall problem of work to rule action.

2. "The Engineering Department will be keeping a close check on refuse collection for the next few days and has already taken the necessary action to restore the service to a proper level as soon as possible."

The Engineering Department made it abundantly clear to members of the Union, when they reported to work the day following the vote on the contract offer and following the query specifically made by the Union of management, that actions of Union personnel had caused

ITEM 10
MANAGER'S REPORT NO. 45
COUNCIL MEETING June 23/75

- 2 -

the refuse accumulation problem and that management expected the Union to solve the problem it created without benefit of working any overtime whatsoever (as far as we are aware Burnaby was the only Municipality who took such a stand).

The refuse service had effectively returned to normal as of Monday, 16 June, 1975, and entirely without overtime.

It should be mentioned once again that in effect the work to rule action was very much confined to the refuse service and was not a prevalent problem throughout the remaining functions of the Operations Division of the Engineering Department where the continued attitude of the workmen for the most part was quite normal.

RECOMMENDATION:

THAT Mr. Raymond Carriere, Mr. J.W. Habkirk, Mr. V. Nazareno and Mrs. J.E. Hardy be provided with replies to their queries concerning the refuse service with proper explanation of work to rule action and disciplinary action as contained in this report.


MUNICIPAL ENGINEER

EEO:cmg