

Re: NATIONAL DAY OF PROTEST - OCTOBER 14, 1976

ITEM	9
MANAGER'S REPORT NO.	60
COUNCIL MEETING	Sept. 27/76

Canadian Union Public Employees - Local 23

On September 7, 1976 in response to a request for information from the Manager's office, the President of C.U.P.E., Local 23 advised that it was likely that Union members would withdraw their services on October 14 (letter attached). As will be noted, Mr. Dykstra offered to meet with management to discuss the provision of "emergency services".

It should be noted that all arrangements made have been based on the assumption that the membership will approve the position of the C.L.C. and the Executives of C.U.P.E. It is our understanding that a General Membership Meeting is to be held on September 29 and a vote may be taken at that time. Council will be advised accordingly and, in the meantime, exempt staff have been asked to refrain from expression of any opinion or recommending any course of action to union members.

On September 21, a Department Head's meeting reviewed the situation and developed a list of services that were felt to be necessary to prevent undue harm or danger to either property or people. This list was developed on the assumption that exempt staff would attempt to provide at least a minimum level of service to the public and that the Municipal Hall and West Building and others where possible, would remain open, though there will be specific facilities or programs, primarily in Parks and Recreation, which will have to be closed or cancelled.

On September 22, a meeting was held with members of the Executive of Local 23 to discuss these services, and they have proved to be most cooperative. As a result, the following services will be provided as noted:

1. R.C.M.P. Radio Dispatchers will work their normal shifts.
2. Custodial Guards and/or Matrons will work as required (on call).
3. A Child Welfare Worker will be on call to handle emergencies such as where a child must be apprehended as well as to handle other emergency matters outside of normal office hours.
4. An Intake Worker will work a normal shift in the Human Resources Department to handle emergency social allowance applications during working hours.
5. A Waterworks Crew and a Sewers Foreman will be on call to handle emergencies in the Engineering Operations area.

The Union has further agreed that our Superintendent - Works will be authorized to declare an emergency situation in Engineering Operations without further reference to the Union and pagers will be provided to certain additional personnel in case they are required. Should emergencies occur in any other operating area, we have made arrangements to keep in close contact with the Union President during October 14 and he has assured us that any reasonable response to emergencies will be quickly authorized.

During the meeting with Local 23, their representatives were advised that we intended to take no disciplinary action against Union members who failed to report for work. It was, however, made clear that those who did not report would not be paid.

Burnaby Firefighters' Association - Local 323

Mr. Bill Copeland, President of the Burnaby Firefighters' Association has advised as follows:

1. The Burnaby Firefighters will follow whatever policy is adopted by the Vancouver Firefighters' Union.

2. The Vancouver Union has scheduled a membership meeting on October 6, 1976 to deal with this matter.
3. The Vancouver Union Executive is recommending to their membership that there should be no interruption in firefighting/emergency service. However, they are recommending that the non-emergency employees such as fire prevention staff and mechanics, withdraw their service.

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As noted above, it is intended to offer services to the public utilizing exempt staff where possible. Further, if a Union member reports to work, that person will be allowed to work and will be paid. If there is no work to do, or it is impractical to do the work due to incomplete crews, etc., the employee will be sent home and will be paid only the statutory minimum of two hours. In some operations, primarily in Parks and Recreation, where definite advanced scheduling is essential for public convenience, the programs will have to be cancelled and those employees will be advised not to report.

Further, the Union and Department Heads have been advised that employees will not be allowed to take October 14 as a single day of vacation nor to use banked overtime. Those employees who are on previously scheduled continuing vacations or who are off sick on a claim that started prior to the 14th will continue to be paid. Sick claims which are filed on the 14th will be paid only from October 15 and it is likely that the Directors of the Benefit Society will require Doctors' certificates for such claims. Anyone reporting sick on October 14 will not be paid by the Benefit Society because they will not be losing time from work, inasmuch as it is a day that employees have openly withdrawn their services. It is a requirement of the Society before benefits are paid that employees must be losing time from work.

This is for the information of Council.

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