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| ITEM | 15 |
| MANAGER'S REPORT NO. | 62 |
| COUNCIL MEETING | Oct. 4/76 |

Re: NATIONAL DAY OF PROTEST
CANADIAN UNION OF PUBLIC EMPLOYEES- LOCAL 23
(Item 9, Report No. 60, September 27, 1976)

On September 27, 1976, Council passed a motion approving of the action that the Municipal Manager had proposed regarding the possible withdrawal of services by Local 23 on October 14th, the National Day of Protest.

We have now been advised by the President of Local 23 that October 14th will not be recognized by the Local as a day of protest. The attached letter from Mr. Owen Dykstra, President of Local 23, advises of the position that has been taken by the Union on this matter.

While most employees are expected to report for work on October 14th, there may be some who may wish to protest on an individual basis by staying off the job on that day. We expect to carry on business as usual, but there are a few areas where a shortage of workers may result in the curtailment or elimination of services, particularly in the Engineering and the Parks and Recreation Departments.

Because October 14th is not now recognized by the Union as a day of protest, requests from employees for a day of vacation or for permission to use banked overtime will be considered. Such requests are always subject to approval at the discretion of management, and as usual, will be evaluated in connection with the overall needs of each department and the availability of staff.

Sick leave will be approved only in circumstances where supervisors are convinced that sickness was the cause of absence. In some cases this may require employees to produce written confirmation from their physicians.

Management intends to take no disciplinary action against members of the Union who fail to report for work. Those who do not report, however, will not be paid.

In conclusion, we believe that there will be no major disruptions on October 14th, and that we will, for the most part, be able to render services to the public in the usual manner.

RECOMMENDATION:

1. THAT Council concur with the course of action as outlined by the Municipal Manager in the above report.

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RECEIVED

MUNICIPAL MANAGER'S
OFFICE

October 1, 1976.

Mr. M. J. Shelley,
Municipal Manager.

Dear Mr. Shelley:

Re: National Day of Protest - October 14, 1976

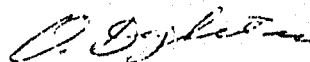
It is appreciated that press reports of a recent Council meeting stated in effect that no disciplinary action would be taken against any employee for his or her participation in labour's day of protest against the A.I.B. regulations.

It is the position of C.U.P.E., Local 23 that the Union will not take any action against any Union member who fails to participate in the day of protest and who presumably will be working that day.

We are aware that many of our members will, as a matter of principle, be taking part actively in the day of protest. Our organization takes the view that such employees ought to inform their immediate superior that they will not be working on October 14.

We appreciate your concern and we will endeavour to cooperate for our action is not against the Municipality but is a protest against an inequitable law.

Yours truly,



Owen Dykstra,
President, Local 23.

OD:bp