

ITEM	5
MANAGER'S REPORT NO.	73
COUNCIL MEETING	Oct. 24/77

Re: LABOUR RELATIONS AND CONTRACT
ADMINISTRATION WORKSHOP

In December, 1976 a report to Council outlined in general terms the proposed training and development program for 1977. (Item 1, Manager's Report No. 78, December 6, 1976). This program is well underway with five groups currently taking part in the Supervision II program. In addition, Supervision I is being offered periodically for new supervisors and for staff interested in possible future promotion to supervisory positions.

These two basic programs are being supplemented by other less formal training experiences designed to meet identified needs of specific groups within the Corporation. In that respect, sessions have been held on budget preparation, purchasing procedures and current changes in our collective agreement. A preliminary workshop has also been held for senior staff on the International System of Units (SI) and a major program for training in metric conversion will be undertaken before year end.

In addition to the above-noted programs, a definite need for training in the areas of labour relations, grievance procedure and contract administration has been identified. In saying this, your Manager does not mean to imply that supervisory staff are violating the contract or abusing management rights. However, over the past few years there have been a considerable number of changes to our collective agreement and, with the establishment of the B. C. Labour Code, many decisions by arbitrators and by the Board have carved out new ground in labour-management relations.

Burnaby has generally had an excellent record with very few grievances, particularly considering the size and variety of our operations. However, if that is to continue, it is essential that our management personnel be fully aware of the most recent developments concerning the rights and responsibilities of employees and management under a collective agreement.

For this reason it is proposed to conduct two two-day workshops for exempt supervisory staff on December 6 - 7 and 8 - 9. Each group would consist of approximately thirty people and the City of Vancouver has made available the facilities at its Training Centre for this program.

The instructor for both seminars will be Mr. Ken Barras, of Calgary. Mr. Barras is principle of a management consulting firm which specializes in labour relations matters and has himself acted as a Chairman for a number of arbitration boards. Mr. Barras also teaches at the Banff Centre, running sessions on labour relations as part of their management development program and as part of their programs for hospital administrators and personnel directors. Your Manager has participated in his workshops and has been most impressed with his knowledge and ability as an instructor.

Mr. Barras is thoroughly familiar with the law as it affects labour relations in B. C. and would tailor his program to our own collective agreements using B. C. arbitration cases. His fees are \$600 per diem plus expenses and this amount would include all preparation time. The total cost of the program, including printing costs and meals would come to \$4,500 or \$75 per participant. This compares very favourably with costs for any commercial or "canned" program. Money has been included in the 1977 Recast Budget to cover this expenditure.

RECOMMENDATION:

1. THAT Council approve the retention of Mr. Ken Barras to run two workshops on Labour Relations and Contract Administration on December 6- 7 and 8 - 9 at a fee of \$600 per diem plus expenses.