

Re: POLICIES RELATED TO THE EMPLOYMENT OF THE EXEMPT STAFF DURING
THE CURRENT WORK STOPPAGE.

- a) COMPENSATION FOR OVERTIME
- b) REIMBURSEMENT FOR PERSONAL COSTS

RECOMMENDATION:

1. THAT this report be received for information purposes.

REPORT

The purpose of this report is to give Council information on two policies that have been formulated relative to the employment of the exempt staff during the strike which is now in progress.

I. Overtime

A. Junior and Exempt Staff

1. Compensation or time off in lieu of compensation, at the option of the employee, will be given for overtime, shift differential and call-out based on individual rates of pay and in accordance with provisions in union agreements.
2. Every attempt will be made to give time off in lieu of compensation when this is requested, but it should be recognized that in some cases this may not be possible due to the demands of the workload in an employee's department.
3. Calculations will be based on an employee's normal weekly hours, either 35 or 40, as the case may be;
4. Employees are to log, and submit to payroll when the strike ends, all:
 - a) overtime hours worked;
 - b) hours to which a shift differential may apply; and
 - c) call-outs.

B. Department Heads

1. Compensation or time off in lieu of compensation, at the option of the employee, will be given at straight time rates for time worked in excess of 35 hours per week.
2. All overtime hours are to be logged and subsequently submitted to payroll when the strike ends.

II. Reimbursement of Personal Costs

Some exempt employees may experience some financial loss as a direct result of their employment during the strike (as one example, two employees who made plans to take vacation trips in the near future are unable to get refunds on monies that have been prepaid to Travel agencies).

It is the Municipal Manager's intention to reimburse any exempt employee for personal costs if these are incurred as a direct result of employment during the work stoppage, and if such costs cannot be recovered in any other way, e.g., through the normal refunding practices of a business, insurance coverage, etc.

Unless Council directs to the contrary, these policies will come into effect on Tuesday 1981 February 03.