

ITEM 5 (Supplementary)
MANAGER'S REPORT NO. 20
COUNCIL MEETING 1981 04 21

Re: 1981 C.U.P.E. NEGOTIATIONS
(Item Supplementary 14, Manager's Report No. 5, 1981 January 19)
(Item Supplementary In-Camera 1, Manager's Report No. 6,
1981 January 19)

RECOMMENDATION:

1. That this report be received for information purposes.

REPORT

Mr. G. Leslie of the G.V.R.D. Labour Relations Department has sent to Mr. D. W. Cott, National Representative for C.U.P.E., a consolidation of the various proposals which the G.V.R.D. submitted to the C.U.P.E. Joint Committee via Mr. Ken Albertini. The letter by which this was done on 1981 April 16 is attached (Council received copies of the proposals over the weekend).

Also attached is a Summary of Employers' Proposal to End the Current Dispute dated 1981 April 16.

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Greater Vancouver Regional District

ROOM 10 - 4829 KINGSWAY, BURNABY, BRITISH COLUMBIA, V5H 2C8 TELEPHONE 438-6151

LABOUR RELATIONS DEPARTMENT
(Formerly the Municipal Labour Relations Bureau)

1981 April 16

DELIVERED BY HAND

Mr. D. W. Cott
National Representative
Canadian Union of Public Employees
#105 — 4911 Canada Way
Burnaby, B. C. V5G 1M1

Dear Sir:

Re: 1981 Negotiations: Consolidated Joint Bargaining Involving: District of Burnaby, Burnaby Public Library Board, District of Coquitlam, Corporation of Delta, Delta Police Board, City of New Westminster, North Shore Union Board of Health, City of North Vancouver, North Vancouver City Library, District of North Vancouver, North Vancouver Recreation Commission, City of Port Moody, Township of Richmond, Richmond Public Library Board, City of Vancouver, Board of Parks and Recreation of the City of Vancouver, Vancouver Police Board, Vancouver Museum and Planetarium Association, Ray-Cam Cooperative Association, Britannia Community Services Centre and Greater Vancouver Regional District; and Locals 23, 386, 387, 389, 394, 454, 718, 825, 1004 and 1698 of the Canadian Union of Public Employees, and the Vancouver Municipal and Regional Employees' Union

Attached hereto is a consolidation of the various proposals which the G.V.R.D. negotiators have submitted to your Joint Committee via Ken Albertini during the past several negotiating sessions.

The entire package has been formally approved by the G.V.R.D. Labour Relations Committee, and would constitute a new collective agreement if ratified by any individual Employer and its corresponding Union.

If any Union were to ratify the package on or before Easter Monday, April 20th, its members would be recalled to work as soon as possible thereafter, and would be entitled to be paid for the Good Friday and Easter Monday statutory holidays.

The package will in any event remain available to the individual Unions to vote upon until further notice, and I wish to assure you that in the event the G.V.R.D. Labour Relations Committee were subsequently to decide to withdraw the package offer, I would notify you immediately and provide reasonable time for any Union which had not already conducted a membership vote, to do so.

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If you have any questions, please contact Ken Albertini or myself as soon as possible.

Yours truly,



Graham Leslie
Administrator, Labour Relations

GL:db
Encl.

copies to: Mr. Ken Albertini
All Union Presidents
Messrs. George Kowbel and M. L. Kramer
All Members of the G.V.R.D. Labour Relations Committee
All Members of the G.V.R.D. Labour Relations Advisory Committee
All Members of the G.V.R.D. Personnel Advisory Committee

1981 April 16

SUMMARY OF EMPLOYERS' PROPOSAL
TO END THE CURRENT DISPUTE

1. TERM:

Two (2) years. January 1, 1981 to December 31, 1982.

2. SPECIAL PAY ADJUSTMENTS FOR:

(a) Journeyman Tradesmen and Other Trades-Related Classes

11.4% to a maximum of \$1.20 per hour, effective January 1, 1981, for Trades Foreman, Sub-Foreman (Trades) and Journeyman Tradesman, and for various other trades-related classes listed in the attached Appendix "A".

(b) Trades-Related Inspectors, etc.

Allocation to new pay grades in the revised pay plan, providing increases by January 1, 1982 of at least as much per hour as for Journeyman Tradesmen.

(c) Building Service Workers

Revalued to pay grade 13 for a 35-hour work week but with special upward adjustments of 7% and 14% for employees working 37½ and 40 hours per week respectively, and the introduction of shift differential where not already applied. See the attached Appendix "B" for a list of the classes to which shift differential premiums will be extended.

(d) Clerical Classes

Special upward salary adjustments in addition to the general increases for all lower level Inside classes. These are provided by allocation of existing classes to the new pay plan.

(e) Apprentices

A new formula which will be based on the Journeyman Tradesmen rate and which will reflect the special Trades pay adjustment.

3. GENERAL INCREASES: OUTSIDE EMPLOYEES

(a) Outside Employees

Effective 1981 January 01, in addition to the increased special adjustment for tradesmen and trades-related classes, \$1.50 per hour.

Effective 1982 January 01, an additional increase of \$1.50 per hour.

(b) Hourly Paid Inside, Recreational, Library Employees

17.22% effective 1981 January 01 and a further 14.69% effective 1982 January 01.

(c) Hourly Paid VMREU Auxiliary Employees

Rates as set out in the enclosed Appendix "C".

(d) Inside Employees

Effective 1981 January 01, an average general increase of 17.22% that guarantees all employees a minimum increase of 14.9%. The offer to inside employees includes a revision to the pay plan that weights the offer in favour of those employees in the lower pay grades and restores their increments to a full 4.5%.

Effective 1982 January 01, an across-the-board increase of 14.69% applied to all rates in the inside pay plans.

For actual rates see the enclosed Appendix "C" which contains a copy of the new 1981 and 1982 pay plans for your jurisdiction.

4. APPLICATION OF GENERAL PAY INCREASE TO MONTHLY SALARIES (INSIDE & LIBRARY) EMPLOYEES

(a) All employees move to the same step in the new range.

(b) Any employee who moves to a step in the new salary range that provides an increase of less than 14.9% will receive a lump sum payment to guarantee a minimum increase of 14.9% in 1981.

(c) No change in the anniversary date of increments.

5. LUMP SUM PAYMENT

\$3.00 per regular full-time employee for all 261 working days during 1981 except those occurring during the strike. A return to work on Tuesday, April 21st, would produce \$618.00 per employee plus full pay for Good Friday and Easter Monday holidays.

6. SHIFT PREMIUMS

To all employees currently receiving shift premium - a standard 60¢ per hour shall be paid, including all Building Service Workers and related classes which have not previously received shift differential.

7. DIRTY PAY PREMIUMS

Where 15¢ per hour is currently paid, it shall be increased to 25¢ per hour.

8. FIRST AID PREMIUMS

Pursuant to W.C.B. requirements, employees designated shall receive:

- "A" Ticket - 50¢ per hour
- "B" Ticket - 40¢ per hour
- "C" Ticket - 30¢ per hour

9. JOINT COMMITTEE REVIEW - of Pesticides, Herbicides & Dirty Pay

A Committee to review Union's request for dirty pay premium to be extended.

10. HEALTH AND WELFARE BENEFITS

The Employers' proposed new package is withdrawn.

11. BENEFITS FOR REGULAR PART-TIME AND AUXILIARY EMPLOYEES

Auxiliary Employees - 10% in lieu of all benefits
Auxiliary Employees - 14% in lieu of all benefits
who have attained
access to the
seniority pool.

Regular Part-time - 10% in lieu of benefits plus
Bereavement Leave, Maternity
Leave, Adoption Leave and
Jury/Witness Duty.

Regular Part-time - 14% in lieu of benefits plus
after completion of the equivalent
of 6 months service Bereavement Leave, Maternity
Leave, Adoption Leave and
Jury/Witness Duty, or the
option to be covered by benefits.

12. OVERTIME, CALL-OUT AND STANDBY

All overtime and call-out work to be paid for at double time except:

- (a) the first two hours immediately following a regular shift
- (b) up to two hours immediately preceding a regular shift, if scheduled the previous day.

Call-outs to be paid for all time worked plus 1 hour for travel time with a minimum of 3 hours at double time. If two calls are completed within 3 hours, the minimum payment will be 4 hours at double time.

Standby will be paid at straight time rates with 1 hour's pay for each 8 hours of standby during the regular week, and 1 hour's pay for each 6 hours of standby at weekends and on statutory holidays. Call-out pay is additional.

Meal breaks of a 1/2 hour will be paid for at double time rates at prescribed intervals when working overtime or while on callout.

Meal Allowances of \$7.50 and \$2.50 will be paid during paid meal breaks while on overtime or while on callout.

Overtime Banking will be limited at any one time to twice an employee's regular weekly hours. Once every 3 months, an employee may apply to be paid in cash for banked overtime hours.

OTHER CHANGES

Other changes, many of them introduced for clarification, cover the following items which may be examined in more detail in the full proposal which is enclosed.

- 13 Handicapped Workers
- 14 Human Rights, etc.
- 15 I.C.B.C. Driving Penalties
- 16 W.C.B. Income Make-up
- 17 Effective dates of Individual Pay Adjustments
- 18 Derivation of Bi-Weekly Rates
- 19 Grievance Procedure
- 20 Review of Job Evaluation System
- 21 Bumping / Layoffs
- 22 Municipal Superannuation Act
- 23 Effect of Strike on Probationary Periods, etc.
- 24 Access to Personnel Records
- 25 North Vancouver City Local Issues
- 26 Coquitlam Local Issues
- 27 Other Local Issues
- 28 Return to Work