

ITEM SUPPLEMENTARY	19
MANAGER'S REPORT NO.	45
COUNCIL MEETING 1981 09	28

Re: GREATER VANCOUVER AREA SUBURBAN FIREFIGHTERS
1982 WAGE SETTLEMENT (ARBITRATION)
BURNABY FIREFIGHTERS' ASSOCIATION, LOCAL 323

MUNICIPAL MANAGER'S RECOMMENDATION

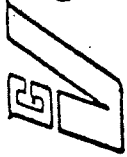
1. THAT this report be received for information purposes.

REPORT

Attached is the news release dated September 23 regarding the above.

The full copy of Mr. McKee's 32-page report is available in the Municipal Manager's Department for those members of Council wishing to read the text.

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Greater Vancouver Regional District

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LABOUR RELATIONS DEPARTMENT
(Formerly the Municipal Labour Relations Bureau)

1981 September 23

FOR IMMEDIATE RELEASE

The report of Mr. Clive McKee, Industrial Inquiry Commission in the dispute between the Greater Vancouver Regional District and eleven locals of the International Association of Firefighters was received by this office after normal working hours yesterday, and is still being carefully reviewed.

There are a number of far reaching recommendations such as those which deal with the issue of Province-wide bargaining for Municipal Policemen and Firefighters, which will be much more carefully and widely reviewed before any public comment will be made.

With respect to the recommendation that a joint committee of Union and Management representatives investigate the scheduling of shifts and their effect upon the well being of the Firefighters, the Employers will be anxious to participate fully, and express the hope that the eleven Firefighter locals will see fit to include the Vancouver Local in this exercise.

As far as the general salary increase is concerned, it has been the firm position of the Employers that the 3.3% monthly salary differential in favour of Vancouver area policemen which resulted for 1981 from an earlier Industrial Inquiry Commission report, should not be narrowed in any way. At first appearance, that differential has been narrowed to the extent that the base rate for a Fourth Year Firefighter on January 1, 1982 will be \$9.00 per month higher than the previously negotiated rate for a Vancouver area First Class Police Constable.

However, both the Firefighter and the Police salaries are protected by significantly different COLA clauses. In essence, the Policemen will benefit from any increase in the Vancouver Consumer Price Index above the rate of 9% for 1982. On the other hand, the Firefighters will not benefit from their COLA clause unless the Vancouver Consumer Price increased by at least 14% during 1982.

On the basis of the best estimates of the performance of the Vancouver Index for 1982, the differential favouring Vancouver area Policemen over Vancouver area Firefighters by the end of 1982 will be very close to the 3.3% which was in effect during 1981.

By way of a final comment at this stage, the Employers commend Mr. McKee for his recommendation that the parties jointly engage in a job evaluation exercise for the purpose of providing a sounder basis for future collective bargaining over some of the issues which were so contentious during the past round of negotiations.