



TO: MUNICIPAL MANAGER DATE: 1992 JULY 07
FROM: HUMAN RESOURCES DIRECTOR
SUBJECT: IMPLEMENTATION OF NINE DAY FORTNIGHT FOR C.U.P.E. AND
 JUNIOR EXEMPT STAFF WORKING IN THE MUNICIPAL HALL AND
 WEST BUILDING

Purpose: To inform Council of the implementation of the Nine Day Fortnight.

RECOMMENDATION:

1. THAT this report be received for the information of Council.

REPORT

Contained in the 1991-1993 Joint Memorandum of Agreement between The Corporation of Burnaby and C.U.P.E. Local 23 is the following concerning a Nine Day Fortnight.

"#11. Nine-Day Fortnight

Effective as soon as possible following the date of ratification of the Joint Memorandum of Agreement, the Employer is prepared to implement, with respect to the Inside Employees at the Municipal Hall and the West Building only, a nine-day fortnight on a trial basis subject to mutually acceptable terms and conditions being worked out and provided that the Union agrees to Hours of Work coverage that provides a range of hours for day shift and service to the public in the evening."

On 1992 July 02, an agreement was reached with C.U.P.E. Local 23 on this item. Effective 1992 July 06 all full-time or equivalent employees who work in the Municipal Hall and West Building and are covered under the C.U.P.E. Local 23 Collective Agreement and those employees who are Junior Exempt will commence a Nine Day Fortnight hours of work.

Under a Nine Day Fortnight, employees work longer hours over a nine day period and have a compressed work day off every other week.

The Nine Day Fortnight has changed the traditional hours that the Municipal Hall and West Building are open for public service. The previous hours were 8:30 a.m. - 4:30 p.m. and are now 8:00 a.m. - 4:45 p.m.

In addition, commencing 1992 September 08, public service hours for the Municipal Hall and West Building will be extended every Thursday evening to 8:00 p.m. The extension of the working day every Thursday to 8:00 p.m. is without the cost of overtime or shift premiums. Those employees who will be working a Thursday evening to 8:00 p.m. will commence work at approximately 11:00 a.m. (includes a one hour meal break).

The scheduling of staff to cover Thursday evening public service hours to 8:00 p.m. is currently being conducted. Appropriate announcements to the public will be made prior to the implementation of Thursday evening service on 1992 September 08.

In summary, this agreement between the Employer and C.U.P.E. Local 23 has provided our employees with a valued benefit and allows for the extension of the daily hours of public service by 45 minutes and commencing 1992 September 08, Thursday evening service to 8:00 p.m. It is anticipated that extending the hours that we are open to the public will enhance our ability to provide efficient, cost effective services and will be appreciated by those who find it difficult to conduct business with Municipal Hall and West Building staff during traditional office hours.



G. V. Harvie
HUMAN RESOURCES DIRECTOR

cc: President, C.U.P.E. Local 23
Director Administrative & Community Services
Director Engineering
Director Finance
Director Planning & Building