



Monday, February 5th, 1962.

BARGAINING COMMITTEE

A meeting of the Bargaining Committee was held in the Council Chambers of the Municipal Hall, 1111 Brunette Avenue, New Westminster, B. C., on Monday, February 5th, 1962, at 7:30 p. m., with all members present which included His Worship Reeve Christmas, Co. Vallance, Co. Clarke, Mr. Merriman, Mr. Lanes and Mr. Knight.

Councillor Vallance reported on behalf of the Committee as to the respective requests for 1962.

- (2) The differential for shift work was felt that .06¢ per hour shift differential was sufficient.
- (3) The rate of pay for painter should remain the same as there is very little spray-painting work done.
- (4) Council would be agreeable to include the cement man at \$2.10 per hour while on cement work, but would point out that this is actually being paid at \$2.10 1/2 per hour, therefore, the 1962 contract should read \$2.10 1/2 per hour while on cement work.
- Pipefitter-in-charge should be entered into the contract at \$2.36 and sewer labour \$2.05 per hour.
- (5) Council will agree to one pair of painter overalls per year.
- (6) Council will not agree to classification of Parks Board employees.
- (7) Council are not agreeable to increasing accumulative sick leave to 120 days but rather prepare to re-word the contract to read ten days instead of two weeks so as to conform to standard working in this regard.
- (8) Council are not prepared to grant sick leave pay if on retirement
- (9) Council are prepared to grant ten statutory holidays providing they are declared by the B. C. Government of the Reeve and Council
- (10) Pay Day every second Friday providing Treasury is able to accomodate.
- (11) Council are not prepared to grant four weeks holidays after ten years as requested.
- (12) Council are not prepared to grant job classification for outside employees.
- (13) Council are not prepared to recognize two labourer rates.
- (14) It would appear that variances to the standard practice of pipefitter carrying on the work of foreman at which time he could have requested a consideration and received recognition. This may be treated as an anomalie as it has evidence of an administration problem.

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Monday, February 5th, 1962, continued.  
Bargaining Committee.

- (15) Council are not prepared to change the present practice, but are not desirous of having it written into the contract as to Workmen's Compensation cheque refunds.
- (16) The Council have no objections to the posting of confidential vacancies and will post same in the future providing it is understood that no other part of the agreement effecting the position and its consideration by Council can be questioned by the Union.  
This action of posting must be treated as a courtesy only.
- (17) It was agreed that rates of pay for statutory holidays where an employee on the day previous is enjoying the certain higher rate, and he will return to the same rate following the holiday. 7
- (18) Non-permanent employees will enjoy time and a half for Saturday and Sunday, but this would have to be worded in the contract to protect the employer in case of an emergency.

The Union then agreed to study the matter and bring back a report and suggested amendment to this clause.

(19) Anomalies were dealt with individually:-

1. - V. Miko should be referred to the Water Committee for study.
2. - J. Bohemier application was not agreeable by Council.
3. & 4.- J. Buchan and J. Sheets was referred to Mr. Monk, personnel expert for his check on the request and report.
5. It was agreed that Schedule "A" of the contract should be re-written to show increment steps and rates of pay.

The Union then addressed Council on items not agreed to by Council.

- (2) Differential requesting permanency on shift work such as mechanics. Council agreed to re-study the matter and report further.
- (6) A discussion on classification of parks employees and the consideration brought no change in Council's consideration.
- (1) Council then considered (1) and offered:-  
    .04¢ per hour outside  
    - 2% inside  
(1A) All considerations in regard to (1) be retro-active to January 1st, 1962.

Following a recess the Union then came back and asked for serious consideration of .05¢ per hour outside and 2 1/2% inside increase.

- (7) Accumulative sick leave was reviewed and no change on Council's decision.
- (8) Accumulative sick leave be paid upon severence or retirement.

A discussion that followed lead to the Union representatives to agree to re-word their submission.

- (11) The Union discussed the four week holiday after ten years service and reported the trend across Canada.

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Monday, February 5th, 1962, continued  
Bargaining Committee.

Following discussion, the Union agreed to re-draft a report in support of their request.

Following a recess of Council representatives, the following was submitted and agreed to report to Council the request amended:-

- .05¢ per hour outside and 2 1/2% inside, providing (11) is left as is without any change for this year, and the submission supporting (7), (8) and (11) be forthcoming from the Union.

This was agreed to by the Union representatives providing Council studied and reported on the shift differential.

This was agreed to by Council and both Council and Union to go back to their bodies for ratification as soon as possible.

The meeting adjourned at 10:00 p. m. , with a good feeling of agreement expressed by both sides of the table, that the bargaining was nearing conclusion with little problems and feeling.

..... CHAIRMAN

Monday, January 28th, 1963.

BARGAINING COMMITTEE



The first meeting of the Bargaining Committee for 1963 was held in the Council Chambers of the Municipal Hall, on Monday January 28th, 1963, at 7:30 p. m., with Reeve Christmas, Co. Vallance and Co. Clarke representing the Council, and Mr. Knight, Mr. Lanes and Mr. Roberge representing the Employees Union.

The meeting opened with the Union explaining their requests for negotiations in 1963.

- (1) Wage increase of:- (a) 16¢ per hour across the board - outside employees  
(b) 8% - inside  
was requested tabled until all points had been covered.

- (2) Seniority - Clause to be re-worded to read: Promotions to be based on the principle that where two or more applicants are involved, the senior qualified applicant shall be promoted.

The wording regarding seniority, the Council felt, would have to be protected in regard to promotion to senior positions. This would be further gone into by the Council.

- (3) Job classification for Parks Board employees and/or equipment.

It was agreed that this situation would be investigated as to monthly wage broken down to an hourly rate as well as the matter of duties and all classifications.

- (4) Four (4) weeks vacation after twelve (12) years service.

Adjusted demands for four (4) weeks after fifteen (15) years was requested by the Union representatives. This will be <sup>studied</sup> along with other points by the Council.

- (5) Call-out clause to be written into Contract as follows:

- Call-out - (a) "Call-out" means any situation where an employee is called to come from his place of residence to work and subsequently to return to his place of residence outside of his regular working hours.
- (b) Overtime rates shall be paid for all call-out time.
- (c) A call-out shall be credited as a minimum of two (2) hours.

It was agreeable to a call-out clause being inserted in the Contract to cover cases that are not on call-out as in Section 9(e).

- (6) Overtime: Rate for overtime worked on Sundays and holidays to be paid at double time.

This clause drew comments as follows: "Wait and see".

- (7) Rate of pay for Tandem Trucks - differential to be twelve (12) cents per hour.

That this would be considered upon investigation by Council.

- (8) Maintenance man to be paid at foremans rate of pay.

This rate will be studied and it was agreeable that some amendment was needed.

Monday, January 28th, 1963, continued.

- (9) Agreement regarding pay while serving on Jury - similar to W. C. B. Agreement.

This request was agreeable to Council providing the cheques are passed from the Workmen's Compensation to the employee and from the employee to the Corporation.

- (10) Anomalies.
  - (a) Mr. Joe Godin
  - (b) Mechanics

This was tabled for Council study.

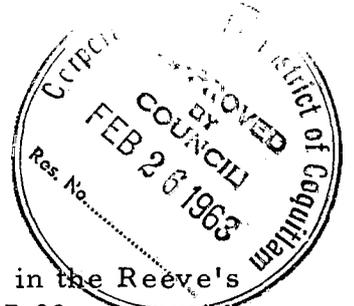
- (1) Reference made to the cost index now described as a Consumer Price Index was made by Mr. Knight.

Mr. Knight also quoted the Dominion Bureau of Statistics "Measures such as retail prices do not relate taxes, etc., nor does it cover area variations or any attempt to differentiate between luxury and necessities".

After some discussions, the meeting adjourned for a further meeting scheduled February 11th, 1963.

..... CHAIRMAN

Tuesday, February 19th, 1963.



BARGAINING COMMITTEE

The second meeting of the Bargaining Committee for 1963 was held in the Reeve's Office of the Municipal Hall, on Tuesday, February 19th, 1963, at 7:30 p.m. with Reeve Christmas, Co. Vallance and Co. Clarke representing the Council; and Mr. Knight, Mr. Lanes and Mr. Miko representing the Employees' Union.

At this time, Co. Vallance, Chairman of the Bargaining Committee, presented their offer and stated that it would be a two (2) year Contract.

1. Wage Increase - (a) .06¢ per hour, outside staff, for 1963 and 1964  
(b) \$12.00 per month, inside staff, for 1963 and 1964
2. Seniority - Clause same as 1962.
3. Job Classification for Parks Board employees and/or equipment.  
Two Parks Board labourers to be re-classified as Parks Maintenance Men with a .06¢ differential plus .06¢. Rate for Maintenance Men to be \$2.12 per hour. Gravedigger to remain at labourer rate.  
White will remain at \$2.12 but will be given preference in regard to overtime to compensate. He will be taken off monthly salary and put on hourly rate.
4. Four (4) weeks vacation after twelve (12) years service.  
No change - same as 1962.
5. Call-out Clause - Sections a, b & c as recorded in Item 5, January 28th, 1963 Bargaining Minutes, to be included in Contract.
6. Overtime - Sundays and Holidays - time and a half.
7. Tandem Truck rates - recommend no change.
8. Maintenance Man - rate to be \$2.41 + .06¢ per hour.
9. Jury Pay - similar to W. C. B. Agreement
10. Anomalies - (a) Mr. Joe Godin - wish to consider for another week.  
(b) Mechanics - Helper - \$2.29 + .10¢ + .06¢  
Improver - \$2.34 + .10¢ + .06¢

At this point, Mr. Knight asked for a recess.

Upon reconvening and after further discussion, the Union suggested consideration of 3 1/2% and .07¢ each year.

A further recess was called so that Mr. Knight might call the President of the Union. Upon reconvening, Item #6 was agreed to, as follows: Overtime - Double time to be paid from midnight Saturday to midnight Sunday. Statutory holidays pay to remain at time and a half.

Mr. Knight stated that he felt the Union would accept \$12.00 and .07¢ per year on a two year Contract and would be prepared to present this to the Union membership.

At this point, Reeve Christmas contacted Co. Filiatrault and obtained his consent to the proposed settlement of \$12.00 per month, inside staff, and .07¢ per hour, outside staff for 1963 and a further \$12.00 inside and .07¢ outside for 1964.

The meeting then adjourned.

..... CHAIRMAN