

# Vaughan Gets Job Evaluation Study Appoints A "Clerk-Administrator"

A \$10,000 job evaluation study commissioned by last year's Vaughan Township Council has been received by the present council.

Bylaws incorporating the study's recommendations as to job descriptions and rates of pay were passed at the April 24 council meeting. A bylaw was also passed designating Township Clerk J. M. McDonald as "Clerk Administrator" and Waterworks Superintendent Bill Norris as general superintendent of the works department.

The report was prepared by Simpson, Riddell, Stead and Partners Limited, Toronto and includes a description of each job performed by township staff members, a study of salaries for corresponding jobs in other municipalities and in industry and the rate of pay the job is considered to be worth.

The salary part of the study has been received and accepted by the township employees. Most salaries were increased and many discrepancies were removed.

However, the part of the study dealing with administrative reorganization has not yet been completed but it is expected that some type of manager type organization will be set up with a township administrator appointed to co-ordinate various departments.

The administrative set-up cannot be completed at the moment as the township employees are in the process of being organized into two locals of the Canadian Union of Public Employees, one for inside and one for outside employees.

This action was precipitated by the fact that both the police and fire departments of the township were organized under the Ontario Police Association and the Ontario Firefighters' Association last year when they could not reach agreement with the township on pay schedules. Pay

rates for firemen in the township are still under negotiation.

The township employees made an application for certification of their local but this was turned down in February of this year because it did not completely comply with the Ontario Labor Relations Act.

The employees then signified to council that they did not wish certification and wished to deal with council on an informal basis. However, council refused to deal with them unless they were certified, as the employees' group would have no legal status and although council would be bound by any agreement worked out, there would be no way of enforcing it with the workers.

Negotiations have proceeded and the only question in dispute is the status of some employees whom council considers as administrative staff and the union wishes to have considered as workers. A hearing was held at the Labor Relations Board April 24 and an examiner, R. A. Wooland, was appointed by the board to settle the question.

Council has asked that as well as the township clerk the works superintendent and the engineer, the deputy clerk, assistant deputy clerk, the deputy treasurer, the building and zoning administrator, the secretary-treasurer of the planning board, the welfare administrator and the secretaries of the clerk and deputy-clerk be considered as administrative staff, out of the 27 inside staff members.

Of the 24 outside staff, council wants six excluded from the union, four foremen and two superintendents. Their feeling is that in the event of a strike, the foremen would be able to see that essential services such as water, etc. could be maintained.

The decision of the examiner on these questions is binding but may be appealed.

# Your Legion Reports

Branch 375, Royal Canadian Legion  
By Eric Chapman - 884-6021

Two months ago this column contained a report concerning the text of the Legion brief presented to the federal cabinet on November 24. Prior to the submission of the brief, the government had announced increases of 15 percent to disability pensioners as an interim measure pending the receipt of the Hon. Justice Mervyn Woods Committee Report, and a basic yardstick upon which further adjustment of pensions could be calculated.

As the first session of the 27th Parliament is now at an end, Legion members and pensioners will naturally be interested to learn what, if anything, has developed since the presentation of the Legion brief. The following enlightening excerpts from conversations in the House of Commons during the recent session are therefore quoted from Hansard:

Hon. Michael Starr (Ontario) in January: I would like to ask the Minister of Veterans Affairs whether during this session of Parliament he intends to apply the 15 percent raise, which at present is given only to disability pensioners, as an over-all increase which would include the veterans' wives and children or orphans?

Hon. Roger Teillet (Minister of Veterans Affairs): It is very difficult to give a direct answer to that question. I have no idea how long the present session may last. I will not be able to give a specific answer until I receive the report on this matter, which I indicated previously I was awaiting.

Mr. J. N. Ormiston (Melville) in January: I should like to direct a question to the Minister of Veterans Affairs and ask him whether he has anything to report in respect of the Woods Committee study?

Hon. Roger Teillet: The most recent information I have in this regard is that it is hoped the report will be available later this month or early next month. It has been completed and is now being printed.

Mr. A. B. Patterson (Fraser Valley) in February: Can the Minister of Veterans Affairs advise the House when he expects to table the report of the commission established to inquire into veterans' pensions and make recommendations with regard to them?

Hon. Roger Teillet: According to my most recent information it will take some little time yet, because of a printing delay.

Mr. Harold Winch (Vancouver East) in February: I should like to ask the Minister whether the delay in tabling of the Woods Committee report on veterans affairs is strictly due to a printing hold-up or whether it is due to a delay in getting it translated into French? If the latter is the case, could not the report

be released in English in view of the concern felt by veterans about the results of this two-year study?

Hon. Roger Teillet: I tried to get in touch with the chairman of this committee, but I was unable to reach him. I trust I shall be able to ask him directly what the situation is. I have received two pieces of information which do not coincide, so I should talk to him directly in order to get the information required.

Mr. Winch: May I ask the Minister why he stated yesterday that the delay was due to the printing, when he now says he does not know the reason?

Mr. A. B. Patterson (Fraser Valley) in March: In view of the delay in the tabling of the Woods Committee report and the continuing hardship experienced by recipients of veterans pensions, will the minister reconsider his previous decision and extend the 15 percent increase to dependants as well?

Hon. Roger Teillet: First, the delay in adjusting the pensions of veterans is not because of the Woods report; it is awaiting the report of another nature from another group in my department which is dealing specifically with pension rates.

I can assure the hon. member and the House that if the report does not come to hand in the fairly near future we shall perhaps have to consider making some adjustment in pension rates in the interim period. I am hoping the report will be to hand in time for this to be avoided, and for an adjustment to be made consistent with some logical basis.

A very sad looking Legion member crept dependently into the clubroom at Legion Court recently, displaying two very large holes in the heel of his socks. Several of his comrades seemed concerned about his forlorn arrival, and in the tactful manner of engaging friends wishing to get at the root of the trouble, struck up a conversation on the subject of why his wife allowed him out half naked.

"A hole," he replied in defence. "May be the accident of the day, and will pass upon the best gentleman. But a darn is a sign of pre-meditated poverty." His audience then inquired if he had run foul of an accident.

"No, I married one. And she's flying to England soon to visit relatives. She's going by the Legion's chartered flight. And it's going to cost me a fortune."

All of the audience knew, of course, that the chartered flight is inexpensive, costing only \$222 return. How then would it cost a fortune?

"Easy. My wife has nothing to wear. We have three clothes closets in the house full to the brim with fur coats, evening

dresses, night dresses, morning dresses and mini-skirts. I'm obliged to hang my only suit in the bathroom and I rent space by the week at the cleaners for my Legion blazer. And still she complains she has nothing to wear."

Surely, the audience said, he wouldn't begrudge his wife a new dress to go visit relatives in the old country in. How much would it cost? "Four hundred eight dollars and six cents, without provincial sales tax. Eatons and Simpsons have a special custom-published catalog for wives going to England on the Legion's chartered flight."

Six hundred dollars isn't too much to spend on a trip home for a good wife, the audience maintained.

"That isn't all of it. She has to take a gift from her rich Canadian cousins to all her relatives. Besides mum and dad there's 480 others in the European Common Market. As this is Centennial year I figure a buck for each statue of a mounty and two ninety eight for each genuine flag. She won't buy the ones they make in Japan. And it all adds up to 1700 dollars and 17 cents." The audience

agreed the financial statistics seemed a little high the way our despondent comrade put it. Would he be able to afford it? "No. I cut my wife's revolving credit off three weeks ago, and then she went to the friendly finance company. They agreed to advance \$15,000 if she could produce good references. Ten Christmas cards from friends were good enough so I guess she's on her way."

It was the audience's turn to feel despondent, and our sad looking comrade rose to leave. Hitching his threadbare pants high over his holy heels he said, "I do have one pleasurable thought though. With all that weight going air mail she'll never get off the ground. And when she comes back from the airport to unload she'll find me long gone on my centennial project — fishing for bass in Muskoka."

SUTTON: "Sutton's Scenial" was the sign plastered on the outside of the public toilets by pranksters at the municipal park, Jackson's Point. Last year, a delegation appeared before council asking for flush toilets in the park, which is within 50 feet of the sewers.

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**Church News**  
The Sunday evening fireside at St. John's Anglican Church was cancelled last week so that those who wished could attend the Church Army rally at St. Paul's, Bloor Street. The service will resume as usual next week.

**Neighborhood Notes**  
Birthdays congratulations are extended to Glen Davis, whose birthday falls on Saturday.

The mother and daughter banquet for the Jefferson Brownie Pack will be held at the Temperanceville United Church, May 29 at 7 pm.

Whitewyre Moon Duster, wire haired terrier, imported from England in 1966, owned by Alfred J. Saunders of Hi-Tom Kennels, Yonge Street at Naughton Drive. She completed her Canadian Championship on May 7 under well-known judge, Mrs. J. H. Daniell Jenkins at the Ottawa Kennel Club. The female was best of her breed and third in the group of 15 terriers. Mr. Saunders has just arrived home from three days at the Ottawa show.

Parents, please don't forget the tree planting at the school, May 19 at 2:30 pm.

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