

June 20, 1997

SUBJECT: REGULAR FULL-TIME POSITIONS

**RECOMMENDATION:**

***THAT the Board approve the establishment of two Park Board Asbestos Surveyor/Worker Positions as regular full time replacing the existing temporary positions at no additional cost to the Operating Budget.***

POLICY

The Global Budget arrangement with City Council allows the Board to establish staff positions at its discretion if funds are in place.

BACKGROUND

On April 11, 1989, upon WCB (Workers Compensation Board) order, Vancouver City Council approved the establishment of the Asbestos Control Program. Subsequently two Asbestos Surveyor/Worker positions were temporarily established for the Park Board asbestos control program and the Park Board Planned Maintenance Coordinator Position was given the added responsibility of supervising these temporary staff and was given two added pay grades for asbestos management duties. The term of the program was uncertain especially because the WCB requirements were changing and it was impossible to determine what level of response would be required in the long run. These staff were assigned the task of surveying all Park Board properties to test for and record all asbestos containing materials (ACM), attend to all emergency repairs to minimize the probability of exposure to airborne asbestos fibers by workers, implement a continuous inspection program to ensure early detection of deterioration, take remedial action to repair or initiate complete removal as required. Initially funding for large emergency projects required a special report to Council but as the program developed, funding for larger Park Board removal projects has been provided in the Park Board Capital Plan. Funding for the two positions is provided in the Park Board Operating Budget.

The surveys of the major facilities are complete and a manual has been prepared detailing the asbestos containing materials in each facility. Staff are presently preparing detailed manuals for all other smaller facilities such as field houses. These manuals provide essential information to contractors and maintenance staff regarding the location, type and condition of known ACM. These manuals are used when there are plans to renovate or make changes to the systems or interior of facilities. Required quarterly inspections are carried out by the surveyors in order to ensure the current condition of the ACM is stable and safe. In addition, staff carry out minor and medium size removal work in Park board facilities where risks can be managed. Staff perform minor patch and repair, glove bag removal on mechanical piping, reinsulation and investigate and deal with any suspicious materials that may be encountered inside walls or ceiling spaces during a renovation. Major removals are tendered

but staff carry out air monitoring, site security and contractor supervision duties. The staff also conduct awareness and training programs for Park Board staff.

In addition to the regular work there is a requirement for inspecting properties which the Park Board has purchased and wishes to demolish for redevelopment to park land. These staff then attend to arranging removal of any ACM in the building prior to demolition.

Asbestos cannot be eliminated economically until a structure is ready for demolition. The program must continuously maintain the ACM in a safe condition during the remaining lives of existing and newly purchased buildings. With removal work projected to take place due to irreparable ACM and planned renovations, the program is expected to continue well into the next century. In 1993, the WCB officially reduced the permissible 8 - hour exposure level for chrysotile asbestos from 2.0 to 0.1 fibres per cubic centimetre. WCB may make other modifications to the program in the future.

The program to manage ACM has now stabilized and will require the two Asbestos Surveyor/Worker positions to maintain the program as required by WCB. The Building Management Unit of Corporate Services Department is establishing their three Asbestos Surveyor/Worker positions as regular full-time with a report to the Council meeting of June 24, 1997.

## DISCUSSION

The following are definitions for the classes of employees referred to in this report:

Regular full-time employees are employed on a full-time basis for a defined number of hours per week for an indefinite period of time.

Temporary full-time employees are employed on a full-time basis for a defined number of hours per week for a definite and limited period of time.

Staff in the temporary positions have now been employed for periods up to 8 years on a temporary basis. As the program is clearly no longer temporary, it is appropriate to regularize the positions and give the incumbents some certainty with respect to their future employment.

The classification of the Asbestos Surveyor/Worker positions is subject to a review by the Director of Human Resources.

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