

MINUTES OF THE CITY COUNCIL

CITY OF AUSTIN, TEXAS

Special Meeting
April 22, 1953

3:30 P. M.

Council Chamber, City Hall

The meeting was called to order with Mayor Drake presiding.

Roll Call:

Present: Councilmen Johnson, Long, MacCorkle, White, Mayor Drake
Absent : None

Present also: W. E. Seaholm, City Manager; W. T. Williams, Jr., City Attorney; Robert Burns, Assistant City Attorney; C. G. Levander, Director of Public Works; William Osburn, General Superintendent.

The City Attorney read Article 5154C adopted by the Legislature in 1947, pertaining to employees of the State or any political subdivision of the State, engaging in a strike or organized work stoppage against the State; and the provision that it would be against public policy for any official or employee of officials of the state or political subdivision of the State to enter into a collective bargaining contract.

Councilman MacCorkle asked if there was any attempt on the part of the men to discuss this matter or negotiate with the management before they set down. The City Manager stated he did not know anything about it until he was informed by the Press and later by the Director of Public Works; that the first man that knew about it was Mr. Osburn that the men were not going to work.

Councilman Long stated she went out and talked with the men. The men had told her they had several grievances: 1. They wanted equal pay for equal work; 2. They were opposed to a new policy that had been recently put into effect; 3. They were dissatisfied with their foreman; 4. They wanted a pay increase.

The Director of Public Works outlined the new experimental policy which involved 10 or 12 men; stating the policy was intended to increase efficiency and at the same time cut the number of hours down to the same in other divisions, and yet not cut their pay. He stated they could take an hour off for lunch if they desired; however, most preferred taking 30 minutes, and thereby getting off 30 minutes earlier in the evening. He stated the men, after he heard they were off, had told him they wanted equal pay for all truck drivers, and for all helpers; wanted more pay; and did not like the new experimental policy. No mention was made about their foreman.

Councilman White inquired if they were dissatisfied with the job evaluation, as he had heard complaints and dissatisfaction since it went into effect.

Mr. Osburn stated he had talked carefully with the men and their committee, and their three-points of grievance were the leveling of the wage, the dislike of the new experimental police; but no mention was made of any dissatisfaction with their foreman. Councilman Lang stated that that was one of their chief complaints.

The Fire Marshall expressed concern over the accumulation of trash over the city, and the fear that people would leave some of it inside their buildings and the fear the people might want to burn their trash.

The City Manager stated the Hospital had a big problem there as the garbage accumulated. The City Manager outlined his efforts to get the men back on the job, and he outlined his discussions with the spokesmen. To bring the men up to the top level of their pay, disregarding all longevity, would take \$20,000 now, and would involve 103 men. Those who had been with the City a number of years would receive nothing. He explained how seniority counted in the Civil Service. He believed the whole matter was a matter of more pay.

After detailed discussions, the Mayor summarized the matter into four items. Councilman MacCorkle moved that the City Manager be instructed to advise the workers of the Sanitation Department of the following action of the Council at a Special Meeting called at 3:30, April 23, 1953:

ITEM 1. That up to and including Group V of the Job Evaluation, the length of time would be shortened between the steps, as follows:

From Step 1 to Step 2 - Six Months
From Step 2 to Step 3 - Three Months
From Step 3 to Step 4 - Three Months

ITEM 2. That the experimental practice will be continued on three routes for a period of 30 days with modifications.

ITEM 3. That the City Manager will investigate Mr. Estep in regard to his relationship with the employees.

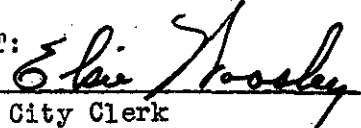
ITEM 4. That if and when a wage increase is made they will be granted an increase.

The motion, seconded by Councilman Johnson, carried by the following vote:

Ayes: Councilmen Johnson, Long, MacCorkle, White, Mayor Drake

Noes: None

ATTEST:


City Clerk

APPROVED: 
Mayor