

Staff Report

Report To: City Council
Report From: Melissa Clancy, Human Resources Manager
Meeting Date: March 15, 2021
Report Code: CR-21-029
Subject: City of Owen Sound and CUPE 1189-00 Memorandum of Settlement Ratification

Recommendations:

THAT in consideration of Staff Report CR-21-029 respecting CUPE 1189-00 Memorandum of Settlement Ratification, City Council directs staff to bring forward a by-law to:

1. Ratify the Memorandum of Settlement between the City of Owen Sound and the Canadian Union of Public Employees Local 1189-00, dated the 19th day of February 2021; and
2. Authorize the Mayor and Clerk to execute the revised Collective Agreement between the City of Owen Sound and the Canadian Union of Public Employees Local 1189-00, for the term of January 1, 2021 to December 31, 2023 to give effect to the terms of the said Memorandum of Settlement.

Highlights:

- Mandate of a 1.5% overall total compensation increase per year.
- Three-year Collective Agreement term.
- Removal of the Payroll Administrator position from CUPE 1189-00.

Strategic Plan Alignment:

Optimize the City's operations while maintaining or improving the quality of life.

Background:

The City currently negotiates with three associations, including Fire – Local 531, CUPE 1189-00 Inside Workers and CUPE 1189-01 Outside Workers.

The CUPE 1189-00 union served the City of Owen Sound with “notice to bargain” on November 10, 2020. The current agreement was from January 1, 2017 – December 31, 2020. A bargaining team representing the employer has been established comprising:

- Melissa Clancy, Human Resources Manager
- Christine Gilbert, Manager of Revenue
- Amy Cann, Manager of Planning and Heritage
- Bethany Chandler, Human Resources Assistant

The bargaining team have been reporting to the Director of Corporate Services and City Manager. Collective bargaining dates have been held on February 18 and 19, 2021.

The CUPE 1189-00 union which represents the Inside Workers currently consists of 30 members in Corporate Services, Community Services and Public Works & Engineering Departments. Some of the positions covered by this union include Accounts Payable, Service Owen Sound Representative, Jr. and Intermediate Planners, Events Specialist, Tourist Marketing Coordinator, and the Tax Collector. This is 18 per cent of our total staff (not including Fire, Police, Library, or Art Gallery). The total annual payroll for this group is approximately \$1,870,000.

Analysis:

The points below summarize the agreement between the two parties:

- 1) Three-year term – January 1, 2021 to December 31, 2023
- 2) 1.5% wage increases on January 1 in 2021, 2022, and 2023.
- 3) Increase in the boot allowance of \$50 once every two (2) years for eligible positions (7 positions total)
- 4) Ability for a bereavement day to be taken later for funeral or memorial service, as well as bereavement day increase to three (3) days for an employees’ grandparent, aunt, uncle, niece or nephew.
- 5) Benefit adjustments including mandatory generic drug substitution, increase to vision coverage (\$75 increase every 2 years), and increases to paramedical services specifically Chiropractic (\$100

increase annually), Massage Therapy (\$100 increase annually), and Psychologist (\$100 increase annually) coverage.

The union withdrew their proposals including language for retiree benefits, increase to bereavement leave, increase to meal allowance and mileage rates, and embedding the Benefit Contract and Provider in a Letter of Understanding.

The employer was able to reach agreement on several of their proposals including:

- 1) Revise language surrounding Statutory Holidays to have CUPE 1189-00 employees working on Remembrance Day and be provided a statutory float day / day in lieu of working to be consistent with CUPE 1189-01.
- 2) Increase the time period which part-time employees can work full-time equivalent hours before earning benefits to six (6) months, as well as language that under extenuating circumstances an extension can be agreed to between the incumbent, Union and the City.
- 3) Clarify language around employee lunch breaks to permit employees to take a thirty (30) minute unpaid lunch break as mutually agreed by employee and manager for special circumstances.
- 4) Clarification on the trial period in a position to be 45 calendar days, as this is currently not specified in the Collective Agreement but has been past practice.
- 5) Increase the time period for hiring Temporary employees to eighteen (18) months to coincide with leave of absence legislation.
- 6) Removal of the Payroll Administrator position from the Collective Agreement.
- 7) Flexibility for scheduling Statutory Holidays that fall on a Saturday or Sunday.

The employer withdrew the proposal to remove the Junior Planner and Intermediate Planner positions from the union.

Financial Implications:

Through discussions with the Benefit Consultant and Finance staff the negotiation team has confirmed that all financial impacts will be absorbed in the current budget including the 1.5% wage increase of approximately \$28,050 in 2021. There would be no budget implications to the remainder of the items.

Communication Strategy:

Once an agreement is ratified by both parties, the changes to the collective agreement will be communicated to managers and supervisors and facilitated by HR. The union will communicate the changes to their members at their discretion.

Consultation:

Employer Negotiating Committee

People Corp, Benefits Consultants

Attachments:

None.

Recommended by:

Melissa Clancy, Human Resources Manager

Reviewed by:

Employer Negotiating Committee

Kate Allan, Director of Corporate Services

Submission approved by:

Tim Simmonds, City Manager

For more information on this report, please contact Melissa Clancy, Human Resources Manager at mclancy@owensound.ca.