

Staff Report

Report To: City Council
Report From: Janet Ashfield, Manager of Human Resources
Meeting Date: April 14, 2025
Report Code: CR-25-045
Subject: Ratification of Tentative Settlement – CUPE Local 1189-01

Recommendations:

THAT in consideration of Staff Report CR-25-045 respecting Ratification of Tentative Settlement – CUPE Local 1189-01, City Council receives the report for information purposes.

Highlights:

- City staff negotiated a new collective agreement within the mandate provided by Council.
- CUPE 1189-01 ratified the memorandum of settlement at their meeting on April 1, 2025.
- City Council reviewed the agreement in Closed Session and directed staff to bring forward a by-law to ratify the memorandum of settlement and execute the revised collective agreement.

Strategic Plan Alignment:

[Strategic Plan](#) Priority: This report supports the delivery of Core Service.

Climate and Environmental Implications:

There are no anticipated climate or environmental impacts.

Previous Report/Authority:

Closed Report CR-24-CR-24-058 Ratification of Tentative Settlement – CUPE Local 1189-01 Council Closed May 27, 2024

Closed Report CR-25-006 Update on CUPE 1189-01 Bargaining and Request for Updated Mandate Council Closed January 13, 2025

Closed Report CR-25-030 – Ratification of Tentative Settlement – CUPE Local 1189-01 Outside Workers Council Closed March 24, 2025

Background:

The City currently negotiates with three (3) bargaining units:

1. CUPE 1189-00 Inside Workers – contract expires December 31, 2026.
2. CUPE 1189-01 Outside Workers – contract expired March 31, 2024.
3. Fire – Local 531 – contract expired in 2018, Interest Arbitration in progress.

The CUPE 1189-01 Outside Workers union currently consists of 50 full-time employees and 1 contract employee. It includes staff in the Community Services, and Public Works & Engineering Departments.

A Bargaining Team representing the employer was established comprising:

- Janet Ashfield, Human Resources Manager
- Lara Widdifield, Director of Engineering and Public Works
- Eckhard Pastrok, Manager of Parks and Open Spaces
- Jeff Follis, Superintendent of Public Works

Analysis:

The bargaining team met with the CUPE Local 1189-01 on eleven (11) days between October 8, 2024 and the date of the Tentative Settlement, March 18, 2025.

On March 18, 2025 a Tentative Settlement was reached to form a new collective agreement effective April 1, 2025 to March 31, 2027. The wage increases agreed to in the settlement are:

- April 1, 2024 – 6.0%
- April 1, 2025 – 3.0%
- April 1, 2026 – 3.0%

The union tabled 52 proposals and the Employer tabled 47 proposals, 30 of which were non-monetary proposals and 57 of which were considered monetary. The total estimated cost of the union's proposals was in excess of \$1,000,000, which included wage increases at 10% in 2024, 5% in 2025, and 5% in 2026 as well as a one-time special wage adjustment of \$2 per hour to all classifications.

In addition to the wage increases, the following monetary items were agreed to:

- Benefits changes to reflect CUPE Local 1189-00 Inside workers.
- Change vacation entitlements to increase by 1 day per year, instead of 1-week increases.
- Increase of vacation bank carry over from 5 days to 10 days to align with the Corporate Vacation Management Policy.
- Increases to Lead Hand rates.
- Increases to Shift Premiums.
- Increases to Stand-by rates.
- Agreement to implement a banding and grid system across the bargaining unit.

Below is a summary of other language changes in the settlement:

- Clarification on union leave entitlements for union functions.
- Addition of a contract classification.
- Clarification on benefit entitlements for part-time and contract employees.
- Clarification on the grievance procedure.
- Language ensuring that the employees that remain after a layoff have the skills, qualifications and abilities to do the work.
- Adding the National Day of Truth & Reconciliation to the list of recognized holidays.
- Language to support discussions regarding solutions for winter control and parks and public works synergies.

Financial Implications:

The negotiated agreement came in within the mandate provided by Council.

Communication Strategy:

Human Resources will update the collective agreement and once signed will provide to staff and management. Human Resources will also provide

training to management regarding the changes to the agreement as well as their rights and responsibilities under the Collective Agreement.

Consultation:

Negotiating Team

Attachments:

None.

Recommended by:

Janet Ashfield, Manager of Human Resources

Kate Allan, Director of Corporate Services

Submission approved by:

Tim Simmonds, City Manager

For more information on this report, please contact Janet Ashfield, Manager of Human Resources at jashfield@owensound.ca or 519-376-4440 ext. 1214.