

## Staff Report

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**Report To:** City Council  
**Report From:** Melissa Clancy, Human Resources Manager  
**Meeting Date:** March 29, 2021  
**Report Code:** CR-21-033  
**Subject:** Non-Union Wage Increases

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### **Recommendations:**

THAT in consideration of Staff Report CR-21-033 respecting Non-Union Wage Increases, City Council directs staff to implement a 1.5% cost of living increase effective January 1, 2021, January 1, 2022 and January 1, 2023.

### **Highlights:**

- Non-union wage increase of 1.5% is in line with the recent CUPE 1189-00 award
- Conference Board of Canada reports increases for non-union is averaging 2.1%
- Increase Psychological Services benefit coverage for non-union employees
- Proposed increase is fully funded in the 2021 operating budget

### **Strategic Plan Alignment:**

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

### **Background:**

The City employs approximately 100 non-union employees directly and 30 through the Library Board. The Library Board approves wage increases for their staff; however, they typically mirror the decision of Council for the non union employee group. The majority of the 100 non-union workers employed

directly by the City are Management staff, Administrative staff, Facilities Division employees and Art Gallery employees. Historically, non-union wage increases have followed the increases negotiated by the CUPE 1189-00 (inside workers).

The non-union wage increase will be applied to Council remuneration as well. Council, through a motion on July 27, 2020, committed to a comprehensive review of remuneration during the next term of Council and this will likely be completed in 2024.

The City recently ratified the CUPE 1189-00 (inside workers) Collective Agreement, which has a three-year term. The wage increases in the agreement are 1.5% per year for each year of the contract.

### **Analysis:**

The City and CUPE 1189 settled the 2021 to 2023 contract with a 1.5% wage increase each year of the contract. The City and CUPE 1189-01 (outside workers) will be in negotiations later in 2021, as the contract is set to expire on March 31, 2021.

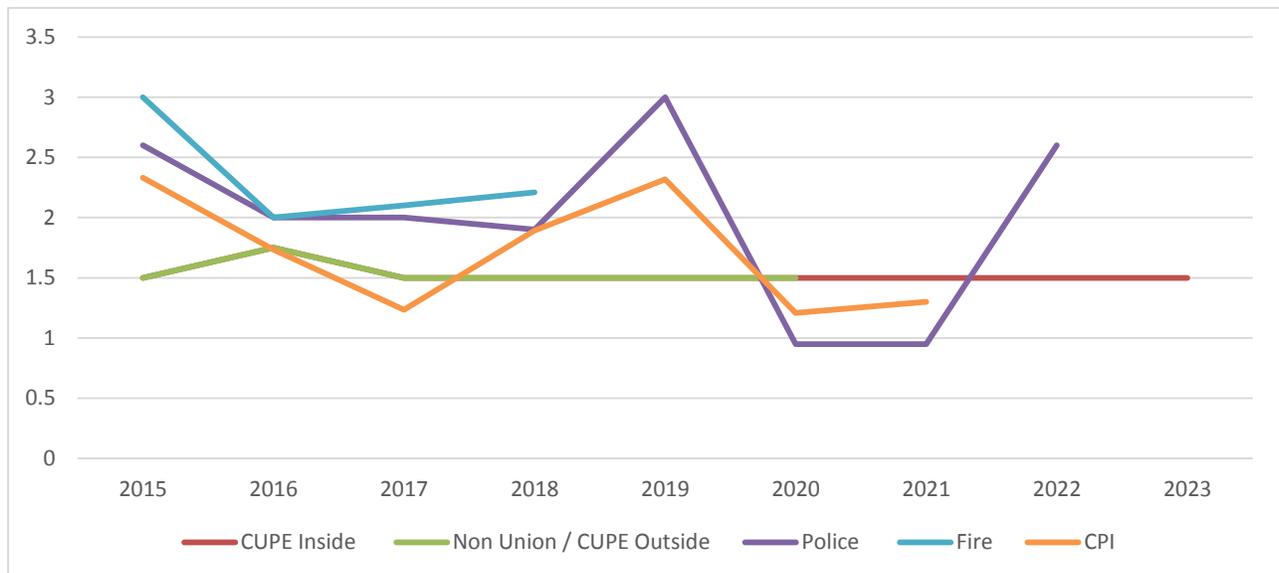
Awarding a non-union wage increase in line with CUPE 1189 (inside) and at the same time will aid to set the upper limit of wage adjustments heading into negotiations with CUPE 1189-01 as well as upcoming arbitration with the fire association, and will ensure that internal and pay equity is maintained through the duration of the agreement. Below is a summary of the increases negotiated between the City and the respective bargaining units:

#### **Percentage Increases by Employee Group 2015-2023**

	<b>NON UNION</b>	<b>CUPE 1189</b>	<b>CUPE 1189-01 (443)</b>	<b>POLICE</b>	<b>FIRE</b>	<b>Avg CPI</b>
<b>2015</b>	1.50%	1.50%	1.50%	2.60%	3.00%	2.33%
<b>2016</b>	1.75%	1.75%	1.75%	2.00%	2.00%	1.73%
<b>2017</b>	1.50%	1.50%	1.50%	2.00%	2.10%	1.23%
<b>2018</b>	1.50%	1.50%	1.50%	1.90%	2.21%	1.89%
<b>2019</b>	1.50%	1.50%	1.50%	3.00%	TBD	2.32%
<b>2020</b>	1.50%	1.50%	1.50%	0.95%	TBD	1.21%
<b>2021</b>	TBD	1.50%	TBD	0.95%	TBD	1.30%
<b>2022</b>	TBD	1.50%	TBD	TBD	TBD	
<b>2023</b>	TBD	1.50%	TBD	TBD	TBD	
<b>TOTAL</b>	9.25%	13.75%	9.25%	13.40%	9.31%	12.01%
<b>AVG.</b>	1.54%	1.53%	1.54%	2.00%	2.33%	1.72%

The Conference Board of Canada has indicated that the expected wage increase in 2021 for unionized employees is 1.6%, and for non-union employees is 2.1%.

Some employers, including municipalities, use the Consumer Price Index to help inform their cost of living wage increases. The CPI is an index of the variation in prices paid by typical consumers for retail goods and other items. A comparison of the City's annual increases compared to the average CPI increase from 2015 to 2021 is below. Note that CUPE 1189-00, CUPE 1189-01 and non union have increases have been equal through 2015 to 2020 and appear as one line in the chart.



In addition to the non-union wage increase, staff are recommending that the Household Hazardous Waste positions be included on the current 2020 non-union salary grid at the closest grade and step to the current rates for the positions. This will provide for these positions to be eligible for increases approved for non-union employees of the City on a go forward basis and will aid the City with its ability to attract and retain employees for these positions.

Staff are also recommending that the Psychological Services benefits for non-union employees be increased to \$500/year. This increase is to provide City employees with increased mental health supports. As the Canadian Mental Health Commission has reported, in any given year, one in five

people in Canada experiences a mental health problem or illness and it affects almost everyone in some way. The impact of mental health problems and illnesses is especially felt in workplaces and among working aged people. There is strong evidence that investing in effective programs can make a difference to the economy and to the health of the population, and by providing City employees with this increased accessibility to support is one way to reach this goal. Investing in preventative health care is a strategy to reduce the burden or short and long term disability programs.

### **Financial Implications:**

The financial implications of a 1.5% wage increase for non-union staff are \$72,000 in 2021. The 1.5% increase was included in the approved 2021 budget and is fully funded.

### **Communication Strategy:**

Email communication will notify non-union staff of Council approved wage increases.

### **Consultation:**

Conference Board of Canada

### **Attachments:**

None.

### **Recommended by:**

Melissa Clancy, Human Resources Manager

### **Reviewed by:**

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@owensoud.ca](mailto:mclancy@owensoud.ca).