



Legislation Text

File #: AR-19-486, **Version:** 1

TAMRMS#: B06

CUPE 941 & 5141 Collective Agreement Approval

Presented by: Ryan Stovall, Director, Human Resources & Safety Department

RECOMMENDATION(S)

That, the Collective Agreements negotiated with CUPE 941 & CUPE 5141 for the term of January 1, 2019 to December 31, 2021 be approved by Council.

PURPOSE OF REPORT

Per CAO Bylaw, "The CAO shall, subject to the directions and approval of Council, negotiate all collective agreements with City employees. (BL 5/2019)". The CAO, through administration has successfully negotiated a collective agreement with both CUPE unions. This report and recommendation has now come to council for approval.

ALIGNMENT TO PRIORITIES IN COUNCIL'S STRATEGIC PLAN

Corporate Business Plan

A.2.2 Legislative Requirements - Collective Agreements

ALIGNMENT TO LEVELS OF SERVICE DELIVERY

Internal Services and Service Levels Inventory

Employee/Labour Relations Negotiations

Compliance with Alberta Labour Code and Collective Agreements

ALIGNMENT TO COUNCIL DIRECTION OR MANDATORY STATUTORY PROVISION

N/A

BACKGROUND AND DISCUSSION

The City of St. Albert was served notice to bargain by CUPE 941 and 5141 on September 25th, 2018 and October 10, 2018 respectively.

The City appropriately negotiated the collective agreements with these unions until a tentative agreement was reached within mandate. An agreement is deemed tentative until ratified by both parties. Both CUPE unions ratified the collective agreements in mid November 2019.

STAKEHOLDER COMMUNICATIONS OR ENGAGEMENT

N/A

IMPLICATIONS OF RECOMMENDATION(S)

Financial:

Both agreements are within the financial mandate approved by council and the budgeted wage

contingency for collective agreement settlements.

CUPE 5141

2019 - 2.25% (effective April 1, 2019) - effective yield for whole of 2019 is 1.6875%

Jan 1, 2020 - 0.0 %

Jan 1, 2021 - 1.25%

*One classification (Crime Analyst) with 1 incumbent will see an additional 1.0% wage increase (in addition to above) due to market factors unique to that position.

Pilot of Personal Days off program (in lieu of special leave provisions); change does not add new budgetary cost to agreement.

Amendment to general duty boot provisions for Municipal Enforcement Officers

CUPE 941

Jan 1, 2019 - 2.0%

Jan 1, 2020 - 0.0%

Jan 1, 2021 - 1.25%

Both agreements see NO enhancements to leave provisions, service pay, OT, shift differentials, benefits, pension, or other financial impacts.

Legal / Risk:

Where the recommendation is accepted N/A

Program or Service:

The City would implement changes as negotiated and live the collective agreement until December 31, 2021.

Organizational:

The City would implement changes as negotiated and live the collective agreement until December 31, 2021.

Core Administrative/language changes are:

- Amendments to the grievance/arbitration process
- Clarity on promotions/staff changes
- Amendment to discipline language
- Cost restrictions for training reimbursements
- Electronic payroll deductions confirmed in CBA for a variety of items
- LTD processing language places greater responsibility on employees
- Clarity on WCB language/payments
- Acting process clarity on when staff will be paid more to act in a higher position
- Renewal of a variety of MOU's that continue practices existing for several years

ALTERNATIVES AND IMPLICATIONS CONSIDERED

If Council does not wish to support the recommendation, the following alternatives could be considered:

Alternative 1. Mayor and Council could not approve the collective agreement and send the

agreement back to administration for negotiation with advisement of the changes required. Such a decision would be found to be inconsistent with bargaining in good faith. It is likely that such a decision could place the City in a worse position, with greater cost, than the recommendation.

Report Date: December 2, 2019
Author: Ryan Stovall
Committee/Department: Human Resources & Safety Department
Deputy Chief Administrative Officer: Kerry Hilts
Chief Administrative Officer: Kevin Scoble