

APPROVAL REPORT

2019 Contract Negotiations (2019 – 2023) – The Canadian Union of Public Employees, Local No. 59

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with The Canadian Union of Public Employees, Local No. 59 and seek approval of a four and one-half year agreement, expiring June 30, 2023.

RECOMMENDATION

1. That the proposed changes set out in the revision to the Collective Agreement with respect to the 2017 – 2018 Collective Agreement with The Canadian Union of Public Employees, Local No. 59 be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised contract under the Corporate Seal.

BACKGROUND

1. The City and CUPE Local 59 have reached a tentative Memorandum of Agreement, ratified by the Union on February 4, 2020.
2. The proposed wage adjustments fall within the mandate provided by City Council.

DISCUSSION/ANALYSIS

Negotiations between the City and CUPE Local 59 started on July 10, 2019 and a Memorandum of Agreement was reached on January 24, 2020. The term of the agreement is for four and one-half (4 ½) years. The term is for the period January 1, 2019 to June 30, 2023. The Union ratified the terms of the Memorandum of Agreement on February 4, 2020.

Terms of the new Collective Agreement include:

- The following wage adjustments will be applied:
 - July 1, 2019 1.75%
 - April 1, 2020 1.60%
 - January 1, 2021 1.60%
 - January 1, 2022 1.95%
- Improvements to shift differential and superior duty pay.
- Pilot projects to support employee wellness in relation to Medical Appointments and Leisure Pass Subsidies.
- Working groups to discuss Diversity and Inclusion and Career Pathing.

Attachment 1, The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated January 24, 2020, identifies the wage adjustments and other Collective Agreement changes in more detail.

FINANCIAL IMPLICATIONS

The recommendation falls within the fiscal mandate approved by City Council for the renewal of its collective agreements with City of Saskatoon Unions and Associations.

OTHER IMPLICATIONS

There are no public and/or stakeholder involvement, policy, environmental, Privacy, or CPTED implications or considerations.

NEXT STEPS

No follow-up is required.

APPENDICES

1. The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated January 24, 2020

Report Approval

Written by: Marno McInnes, Director, Labour Relations
Reviewed by: Sarah Cameron, Chief Human Resources Officer
Approved by: Jeff Jorgenson, City Manager