

**The Canadian Union of Public Employees, Local No. 47
Revisions to the 2013 – 2016 Collective Agreement
September 17, 2020**

Negotiations between the City and CUPE Local 47 on the renewal of the 2013 – 2016 collective agreement started on September 13, 2016 and a Tentative Agreement was reached on September 17, 2020. The contract is for a term of three (3) years from January 1, 2017 to December 31, 2019.

1. Wages

The following wage adjustments will be applied:

December 1, 2017	0.50%
July 1, 2018	1.50%
July 1, 2019	1.75%

2. Term

The term of the agreement is for three (3) years. The term is for the period January 1, 2017 to December 31, 2019.

3. Collective Agreement Changes

- Improvements and housekeeping amendments were agreed upon by the parties during this round of bargaining including, but not limited to, the establishment of a joint working group to discuss the competency framework and tools to be considered with the establishment of a formal career pathing agreement.
- The parties agreed to review the legislative changes to the maternity/adoption leave benefits and ensure that our collective agreements are consistent with the legislation.
- The parties also agreed to a Diversity and Inclusion Working Group to help identify barriers and opportunities.
- The parties entered into a pilot program for a period of approximately twelve (12) months (November 1, 2020 to October 1, 2021) whereby the City will increase the discount provided to employees from 25% to 50% for employee and family utilization of the City leisure facilities. This is a step in supporting employee health & wellness during the COVID-19 pandemic.