

2017 Contract Negotiations (2017-2019) - Canadian Union of Public Employees No. 47

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with the Canadian Union of Public Employees (CUPE) Local No. 47 and seek approval of a three (3) year agreement, expiring December 31, 2019.

The City and CUPE Local No. 47 reached a Tentative Agreement on September 17, 2020. The Tentative Agreement was ratified by the Union on September 22, 2020.

RECOMMENDATION

1. That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the 2013 – 2016 Collective Agreement with the Canadian Union of Public Employees, Local No. 47 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

The Canadian Union of Public Employees, Local No. 47 gave notice to bargain on September 13, 2016. The parties have been in protracted negotiation. The parties reached a tentative agreement on June 5, 2019 that was not supported by the union negotiating committee and was subsequently rejected by the membership. The parties continued to bargain and a second tentative agreement was reached on October 21, 2019 which was also not supported by the union negotiating committee and was again rejected by the membership. The parties continued to bargain and reached a third tentative agreement on September 17, 2020 (the “Tentative Agreement”) which is supported by the union negotiating committee. While the Tentative Agreement will result in a collective agreement that has already expired, it finalizes three outstanding years and enables us to prepare to serve notice and begin to bargain a more current collective agreement.

DISCUSSION/ANALYSIS

Terms of the Tentative Agreement include:

- General Economic Increases as follows:
 - December 1, 2017 0.50%
 - July 1, 2018 1.50%
 - July 1, 2019 1.75%
- 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 also agreed to a joint working group on Diversity and Inclusion.

- 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 entered into a pilot program for a period of approximately twelve (12) months whereby the City will increase the discount provided to employees from 25% to 50% for employee and family utilization of the City leisure facilities.

OTHER IMPLICATIONS

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

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.

NEXT STEPS

Implementation will occur after approval by City Council.

APPENDIX

1. Revision to the Collective Agreement.

Report Approval

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

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