

2020 Contract Negotiations (2020-2023) Amalgamated Transit Union No. 615

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with the Amalgamated Transit Union (ATU) Local No. 615 and seek approval of a four (4) year agreement, expiring December 31, 2023.

The City and ATU 615 reached a tentative Memorandum of Agreement on September 28, 2020. The tentative agreement was ratified by the Union on October 5, 2020.

RECOMMENDATION

1. That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the 2017-2019 Collective Agreement with the Amalgamated Transit Union, Local No. 615 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 Amalgamated Transit Union, Local No. 615 and the City began collective bargaining on September 22, 2020 and the parties reached a Tentative Agreement on September 28, 2020.

DISCUSSION/ANALYSIS

The term of the agreement is for four (4) years, for the period January 1, 2020 to December 31, 2023. Terms of the new collective agreement include:

1. The following wage adjustments:
 - January 1, 2020 1.60%
 - January 1, 2021 1.60%
 - January 1, 2022 1.95%
 - There is no wage increase in 2023.
2. Employees at Access Transit will be covered by the Sick Bank and Gainsharing provisions in the collective agreement. Employees at Access Transit will require 5 years of service in the gainsharing plan from January 1, 2020 to be eligible for the entitlement.
3. The Gainsharing program that has been a pilot since January 1, 2002 will now form part of the collective agreement.
4. Effective October 28, 2020 employees will have access to a Deferred Salary Leave Plan that is comparable to other Salary Deferred Leave Plans in some of the other bargaining units at the City.

5. Instruction/Training Pay: The City agreed to include the terms of a MOA reached on July 23, 2014 that provides operators with an additional 5% of their regular wage when they are required to give instructions or train other operators.
6. The City also agreed that the Instruction/Training Pay will apply to all employees who are assigned to instruct and/or mentor other employees.
7. Journeyperson Body Repairpersons will be paid the same as Journeyperson Mechanics effective the start of the first pay period after January 1, 2021.
8. Apprenticeship Rates have been improved in exchange for a confirmation that the City is only responsible for sponsoring an apprentices first examinations. If the employee fails an examination the cost of subsequent examinations is paid for by the employee.
9. Letters of Understanding were agreed to that direct the parties to continue discussions over the next 12 months in relation to:
 - a. Improving staff mobility between Access Transit and Conventional Transit, and
 - b. Scheduling work for operators including the operation of the spareboard, and
 - c. Activities in relation to Union Business/City Paid.

Appendix 1, The Amalgamated Transit Union, Local 615, Revisions to the Collective Agreement dated September 28, 2020, identifies the wage adjustments and other Collective Agreement changes in more detail.

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 agreement with City of Saskatoon Unions and Associations.

NEXT STEPS

Implementation will occur after approval by City Council.

APPENDIX

1. Revisions to the Collective Agreement

Report Approval

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

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