

## 2020 Contract Negotiations (2019-2023) International Brotherhood of Electrical Workers Local No. 319

### ISSUE

The purpose of this report is to provide information in respect of collective bargaining with the International Brotherhood of Electrical Workers (IBEW) Local No. 319 and to seek approval of a five (5) year agreement, expiring December 31, 2023.

The City and IBEW Local No. 319 reached a tentative agreement on December 11, 2020. The tentative agreement was ratified by the Union on December 18, 2020.

### RECOMMENDATION

1. That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the 2017-2018 Collective Agreement with the International Brotherhood of Electrical Workers (IBEW) Local No. 319 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 City and IBEW Local No. 319 began collective bargaining on November 6, 2020 and the parties reached a tentative agreement on December 11, 2020.

### DISCUSSION/ANALYSIS

The term of the agreement is for five (5) years, for the period January 1, 2019 to December 31, 2023. Terms of the new collective agreement include:

1. The following wage adjustments:
  - July 1, 2019 – Employees shall receive a 1.75% wage increase.
  - April 1, 2020 – Employees shall receive a 1.60% wage increase.
  - January 1, 2021 – Employees shall receive a 1.60% wage increase.
  - January 1, 2022 – Employees shall receive a 1.95% wage increase.
  - There are no wage increases in 2023.
2. Metering Foreman, Metering Technologist and Quality Assurance Technologist will receive a \$3.00 per hour wage increase, effective the start of the first pay period following January 1, 2021, to better align with market rates.
3. Improvements to bereavement leave by adding one additional day for the death of an immediate family member as well as adding step-father and step-mother to the definition of immediate family.

4. Elimination of the Health Spending Account Pilot Project (i.e., \$250/yr.) and the additional employer contribution of 0.05% into the Group Dental Plan, as at March 31, 2021.
5. Shift differential increased to one dollar and fifty cents (\$1.50) per hour effective January 1, 2023.
6. Pilot project for medical appointments that enables employees to use up to 8 hours of sick leave per year to attend medical appointments that cannot be scheduled outside of regular business hours.
7. One time \$150.00 Safety Boot Allowance for permanent clerical staff on January 1, 2023.

Appendix 1 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. The International Brotherhood of Electrical Workers, Local No. 319 Revisions to the Collective Agreement dated December 18, 2020

#### Report Approval

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