

The Canadian Union of Public Employees, Local No. 859
Revisions to the Collective Agreement
March 3, 2021

Negotiations between the City and the Canadian Union of Public Employees (CUPE), Local No. 859, on the renewal of the 2017 – 2018 collective agreement, commenced on September 29, 2020 and a tentative agreement was reached on February 17, 2021. The CUPE Local No. 859 ratified the tentative agreement on March 3, 2021.

The term of the agreement is for four-and-one-half (4.5) years, for the period January 1, 2019 to June 30, 2023. Terms of the new collective agreement include:

1. Wages

The following General Economic wage increases:

- July 1, 2019 1.75%
- April 1, 2020 1.60%
- January 1, 2021 1.60%
- January 1, 2022 1.95%

2. Term

The term of the agreement is for four-and-one-half (4.5) years, for the period January 1, 2019 to June 30, 2023.

3. Collective Agreement Changes

a) *Article 5 – Grievance Procedure*

The change enables the parties to utilize dispute resolution mechanisms such as expedited arbitration to resolve grievance matters.

b) *Article 12 – Vacancies and Promotions*

The change clarifies temporary employee rights with respect to continued employment with the seasonal labour pool with an additional probationary period.

c) *Article 15 – Compassionate Leave*

A provision was added requiring employees to discuss the particulars of their compassionate leave request with their manager and provide as much notice as possible in advance of the leave.

d) *Article 20 – Payment of Wages*

A provision was added to enable the Employer to change the pay dates to maximize the benefits of SAP (FUSION) by providing reasonable notice to the employees and union in advance of the change being implemented.

e) *Article 21 – Overtime*

The parties have agreed to an overtime distribution pilot. For the term of the collective agreement, overtime will be offered to employees in order of seniority on a rotational-basis. The parties also agreed that where an employee is entitled to an overtime opportunity but is missed, the error will be remedied with the employee being given a future overtime opportunity.

There is a commitment made to finalize the details of the pilot, including creating and updating overtime distribution lists, within sixty (60) days following ratification of the collective agreement.

f) *Article 23 – Vacations*

A provision was added to provide employees with thirty (30) or more accumulated years of service with one additional vacation day for each subsequent year completed to a maximum of seven (7) weeks' vacation per year.

Employees (those not on probation) may also now utilize vacation credits as they are earned ("earn and burn").

g) *Article 25 – Seniority*

A provision was added to allow employees who accept temporary assignments or postings outside of the bargaining unit to retain their seniority based on the following rules:

- a) if the period is less than or equal to one (1) month, the employee's seniority date will be retained;
- b) if the period is greater than one (1) month, but less than or equal to eighteen (18) months, the employee's seniority date will be adjusted to reflect the period of the assignment or temporary posting outside of the bargaining unit;
- c) if the period is greater than eighteen (18) months, the employee's seniority date may be retained with approval from C.U.P.E. Local No. 859, and will be adjusted to reflect the period of the assignment or temporary posting outside of the bargaining unit.

h) *Article 29 – Work Clothing and Equipment*

The language has been updated to reflect the Employer's current practice of reimbursing employees, in specific classifications of work, one hundred and fifty dollars (\$150.00) for safety boots, as required and upon approval.

A provision was added to allow the Employer to substitute equivalent clothing alternatives based on cost, availability and compliance standards.

i) Article 30 – Hours of Work

The dispatch schedule language was removed from the collective agreement as the Customer Service section has been moved to Service Saskatoon and those employees are now members of the CUPE Local 59 bargaining unit.

j) Article 33 – Trading of Off Days

A provision was added to clarify when employees trade shifts (whole or part days). The employees are paid for the time when they actually work. This change was made to align with SAP procedures and legislation.

k) Article 39 – Parenting Leaves

A number of changes have been made to the parenting leave provisions to bring the current collective agreement language in line with the changes to the Saskatchewan Employment Act and the Federal Employment Insurance - Maternity and Parental Benefits.

The changes relate to:

- a. When employees start receiving benefits: the two-week waiting period has been reduced to a one-week waiting period.
- b. The option to receive parental benefits at a reduced rate, but over a longer period of time:
 - i. Standard parental EI benefits: a maximum of 35 weeks within 52 weeks after the week the child was born or placed for the purpose of adoption; or
 - ii. Extended parental EI benefits: a maximum of 61 weeks within 78 weeks after the week the child was born or placed for the purpose of adoption.
- c. The new Parental Sharing Benefit that allows parents to take either an additional 5 weeks under the Standard Parental Benefits option or an additional 8 weeks under the Extended Benefits option, provided that both parents agree to share parental leave.
- d. Employees accumulate unpaid vacation credits for the period in which they are on the leave, and the time in which the employee is on the protected leave counts as accumulated service towards their vacation entitlement.
- e. Upon return from the protected leave, employees will return to their former or comparable position. The leave will count as service towards the employee's increase in their annual wage increment.

l) Article 43 – Upgrade Operator’s License

The parties agreed to increase the amount of reimbursement to employees for commercial driver’s licences medical examinations. The amount was increased to one hundred dollars (\$100.00) from sixty dollars (\$60.00).

m) Medical Appointments

The parties agreed to a Pilot Project for the term of the agreement that permits an employee to use sick leave credits to attend medical (i.e. specialist) appointments that cannot be scheduled outside of the employee’s regular work hours. For the term of the pilot there is a maximum of ten (10) hours per year that is available for full-time employees and a maximum of five (5) hours for seasonal employees. There is also a commitment to track and report out on medical leave usage at the end of the pilot.

n) Career Pathing

The parties agreed to continue the career pathing memorandum agreed to in the last round of bargaining with an added focus on equivalencies in the discussion of qualifications. There is also a commitment to provide a report at twelve (12) months following ratification with recommendations supported by both parties to improve the collective agreement.

o) Leisure Pass Subsidy

Effective January 1, 2021, employees will be eligible for a 50% discount for all individual and family leisure passes for the term of the collective agreement. This is to increase employee utilization of City leisure facilities and promote employee and family health and wellness.

p) Memorandum of Agreements (MOAs) and Ancillary Documents

The parties agreed to review the active MOAs to establish which will remain in operation, updated and terminated. There is a commitment to completing this review within one hundred and twenty (120) days following ratification of the collective agreement.

q) Diversity and Inclusion Working Group

The parties agreed to form a working group of union and Employer representatives to discuss, strategize and report their findings, opportunities and recommendations on how to achieve a representative workforce within the bargaining unit through the collective bargaining process.

4. Housekeeping Changes

a) Various Articles

Articles 5, 12, 13, 14, 24, 29 and 30 also include a number of non-substantive language changes such as changes to departmental/section names.