

2020 Contract Negotiations (2019-2023) Canadian Union of Public Employees, Local No. 859

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. 859 and to seek approval of a four-and-one-half (4.5) year agreement, expiring June 30, 2023.

The City and CUPE Local No. 859 reached a tentative agreement on February 17, 2021. The tentative agreement was ratified by the Union on March 3, 2021.

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 Canadian Union of Public Employees, Local No. 859 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 CUPE Local No. 859 began collective bargaining on September 29, 2020 and the parties reached a tentative agreement on February 17, 2021.

DISCUSSION/ANALYSIS

The term of the agreement is 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. 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.
2. Effective April 21, 2021 employees with thirty (30) or more accumulated years of service are entitled to one additional vacation day for each subsequent year completed to a maximum of seven (7) weeks' vacation per year.
3. Reimbursement of one hundred and fifty dollars (\$150.00) for safety boots as required and upon approval for employees in specific classifications of work.
4. Changes to maternity, adoption and parental leave entitlements to align with the Saskatchewan Employment Act.

5. An increase for reimbursement for commercial driver's licences medical examinations to one hundred dollars (\$100.00).
6. Pilot project for medical appointments that enables permanent full-time employees to use up to ten (10) hours of sick leave and seasonal employees to use of to five (5) hours of sick leave per year to attend medical (i.e. specialist) appointments that cannot be scheduled outside of regular work hours.

Appendix 1 identifies the wage adjustments and other Collective Agreement changes in more detail.

FINANCIAL IMPLICATIONS

The recommendation falls within the fiscal mandate approved by City Council for the renewal of its collective agreement with the City of Saskatoon Unions and Associations.

OTHER IMPLICATIONS

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

NEXT STEPS

Implementation will occur following approval by City Council.

APPENDIX

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

Report Approval

Written by: Ashlee Kaszas, Manager, Labour Relations
Reviewed by: Sarah Cameron, Chief Human Resource Officer
Approved by: Jeff Jorgenson, City Manager

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