

2019-2023 Collective Agreement Negotiations – Saskatoon Civic Middle Management Association, Local No. 222

ISSUE

The purpose of this report is to provide an update on collective bargaining with Saskatoon Civic Middle Management Association (SCMMA), Local No. 222, and seek approval of a five-year agreement, expiring December 31, 2023.

RECOMMENDATION

1. That the proposed changes set out in the revision to the 2019 – 2023 Collective Agreement with Saskatoon Civic Middle Management Association, Local No. 222 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

Negotiations between the City of Saskatoon (City) and SCMMA, Local No. 222, started on November 2, 2020, and a Tentative Agreement was reached on July 8, 2021. The term of the agreement is for five (5) years. The Association ratified the Tentative Agreement on July 15, 2021.

DISCUSSION/ANALYSIS

Terms of the new Collective Agreement include:

1. The term of the agreement is five years (January 1, 2019 – December 31, 2023) and provides for 4 wage increases on the following dates:
 - a. July 1, 2019 – 1.75% wage increase;
 - b. April 1, 2020 – 1.60% wage increase;
 - c. January 1, 2021 – 1.60% wage increase;
 - d. January 1, 2022 – 1.95% wage increase; and
 - e. There are no wage increases in 2023.
2. Improvements to standby compensation and boot allowance.
3. Sick leave language added for temporary employees to reflect the practice.
4. Overtime/flextime language changed to align with statutory requirements.
5. Parental leave provisions changed to align with changes in federal and provincial legislation.
6. Leisure Pass Subsidy and the Family Responsibility Pilot continued.

7. Requirement to post temporary positions anticipated to be greater than 12 months.
8. Commitment to conduct a select IT Market Survey to enable the parties to address a long-standing market supplement.

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

FINANCIAL IMPLICATIONS

The wage increase associated with this Collective Agreement will be accommodated within the approved budget and mandate approved by City Council.

OTHER IMPLICATIONS

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

NEXT STEPS

Implementation, unless otherwise specified, will occur 90 days after approval by City Council.

APPENDIX

1. The Saskatoon Civic Middle Management Association, Local No. 222, Revisions to the Collective Agreement dated July 13, 2019.

Report Approval

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