

## 2022 Contract Negotiations (2020-2023) Canadian Union of Public Employees, Local No. 47

### 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. 47 and to seek approval of a three-and-one-half (3.5) year agreement, expiring June 30, 2023.

The City and CUPE Local No. 47 reached a tentative agreement on March 23, 2023. The tentative agreement was ratified by the union membership on March 28, 2023.

### RECOMMENDATION

1. That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the renewal of the 2017-2019 Collective Agreement with the Canadian Union of Public Employees, Local No. 47 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

CUPE Local No. 47 and the City commenced collective bargaining on June 27, 2022 and the parties reached a Tentative Agreement on March 23, 2023. The union membership ratified the collective agreement on March 28, 2023.

### DISCUSSION/ANALYSIS

The term of the agreement is three-and-one-half (3.5) years, for the period January 1, 2020 to June 30, 2023. Terms of the new collective agreement include:

1. The following wage adjustments:
  - 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 is no wage increase in 2023

This wage settlement package is consistent with other City of Saskatoon collective agreement settlements.

2. Recognition of the National Day for Truth and Reconciliation as a statutory holiday.

3. An increase to shift differential pay. Effective January 1, 2020, shift differential will be increased from one dollar (\$1.00) per hour to one dollar and fifty cents (\$1.50) per hour.

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 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. 47 Revisions to the Collective Agreement March 28, 2023.

#### Report Approval

Written by: Yelena Landry, A/Manager, Labour Relations  
Reviewed by: Ashlee Kaszas, Director of Client and Advisory Services  
Reviewed by: Marno McInnes, Chief Human Resource Officer  
Approved by: Jeff Jorgenson, City Manager

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