

DECISION REPORT

2023 Contract Negotiations (2023 – 2028) – The Canadian Union of Public Employees, Local No. 59

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with The Canadian Union of Public Employees, Local No. 59 and seek approval of a five and one-half (5½) year agreement, expiring December 31, 2028.

BACKGROUND

1. The City and CUPE Local 59 have reached a Tentative Agreement, ratified by the Union on September 23, 2024.
2. The proposed wage adjustments fall within the mandate provided by City Council.

Negotiations between the City and CUPE Local 59 started on September 19, 2023 and a Tentative Agreement was reached on September 18, 2024. The term of the agreement is for five and one-half (5 ½) years. The term is for the period July 1, 2023 to December 31, 2028. The Union ratified the Tentative Agreement on September 23, 2024.

Terms of the new Collective Agreement include:

- The following wage adjustments will be applied:

• January 1, 2024	3.00%
• January 1, 2025	2.50%
• January 1, 2026	2.50%
• January 1, 2027	2.50%
• January 1, 2028	3.00%
- Changes to permit employees to use three (3) days per year of their accumulated sick leave to attend to the illness of a child or spouse/parent.
- Elimination of the flat rate car allowance.
- Pilot program to permit employees employed in the labourer classification in CUPE 59 to use their seniority to bid on promotional opportunities they are qualified for in any bargaining unit that is signatory to this pilot.
- Health & Dental Plan RFP with ESA and all interested unions
- Improvements to support achieving a workforce representative of our community.

Attachment 1, The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated September 23, 2024, identifies the wage adjustments and other Collective Agreement changes in more detail.

RECOMMENDATION

1. That the proposed changes set out in the revision to the Collective Agreement with respect to the 2019 – 2023 Collective Agreement with The Canadian Union of Public Employees, Local No. 59 be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised contract under the Corporate Seal.

RATIONALE

Collective agreements are required to be ratified by the union and approved by City Council.

ADDITIONAL IMPLICATIONS/CONSIDERATIONS

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

COMMUNICATION ACTIVITIES

The ratified collective agreement will be communicated to CUPE 59 executive, members of CUPE 59 and staff and implemented in accordance with the effective dates set out in the tentative agreement.

APPENDICES

1. The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated September 23, 2024.

Report Approval

Written by: Chelsey Mack, Director of HR Shared Services
Reviewed by: Marno McInnes, Chief Human Resources Officer
Approved by: Jeff Jorgenson, City Manager