

2024 Contract Negotiations (2024-2028) Amalgamated Transit Union Local No.615

ISSUE

The purpose of this report is to provide information in respect of collective bargaining with the Amalgamated Transit Union (ATU) Local No. 615 and seek approval of a five (5) year agreement, expiring December 31, 2028.

RECOMMENDATION

1. That the proposed changes set out in the Revision to the Collective Agreement (Appendix 1) with respect to the 2024-2028 Collective Agreement with the Amalgamated Transit Union, Local No. 615 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 Amalgamated Transit Union, Local No. 615 and the City began collective bargaining on February 20, 2024. The City provided ATU 615 with an Offer for Settlement on October 1, 2024. The Offer for Settlement was ratified by the Union on October 7, 2024.

DISCUSSION/ANALYSIS

The term of the agreement is for five (5) years, for the period January 1, 2024 to December 31, 2028. Terms of the new collective agreement include:

1. The following wage adjustments:
 - January 1, 2024 2.50%
 - January 1, 2025 2.50%
 - January 1, 2026 2.50%
 - January 1, 2027 3.00%
 - January 1, 2028 3.00%
2. Improvements were negotiated to the night shift differential:
 - a. An increase of thirty cents (\$0.30) per hour to \$1.50 per hour effective January 1, 2025.
 - b. An increase of twenty cents (\$0.20) per hour to \$1.70 per hour effective January 1, 2027.
3. The parties agreed to two (2) paid days for interpersonal violence leave in addition to the legislated minimum five (5) days.
4. Wage improvements for targeted classifications effective January 1, 2025, include:

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- a. Non trades classification wage increased to provide a proportional difference with trades wage rates.
 - b. Shop Assistant position wage rate adjusted to align with the wage paid to comparable positions.
5. Effective January 1, 2025, the current Operator (Grade A1), Access Transit Operator (Grade E1) and CPBO Operator (Grade A2) Wage Grids will be combined with the following changes:
- a. The Operator Wage increments steps for year 1, 2 and 3 will be reduced to align with other transit services in Western Canada and a new rate created for Operators with four (4) or more years of driving experience.
 - b. The Driver Instructor wage rate was adjusted to maintain the pay differential between the top step of the Operator wage rate.
6. Organizational Seniority Pilot program has been introduced to permit new employees employed in the Operator, Utility and Customer Service classifications in ATU 615 to use their seniority to bid on promotional opportunities they are qualified for in any bargaining unit that is signatory to this pilot. CUPE 59 is also signatory to this pilot program for employees employed in the Labourer classification.

Attachment 1, The Amalgamated Transit Union, Local 615, Revisions to the Collective Agreement dated October 1, 2024, identifies the wage adjustments and other Collective Agreement changes in more detail.

FINANCIAL IMPLICATIONS

The Offer for Settlement 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 after approval by City Council.

APPENDICES

1. Revisions to the Collective Agreement

Report Approval

Written by: Chelsey Mack, Director HR Shared Services
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Reviewed by: Marno McInnes, Chief Human Resources Officer

Approved by: Angela Gardiner, Acting City Manager