

**The Canadian Union of Public Employees, Local No. 859
Revisions to the Collective Agreement
February 26, 2018**

Negotiations between the City and CUPE Local 859 started on May 1, 2017 and a Memorandum of Agreement was reached on February 26, 2018. The contract is for a term of two (2) years from January 1, 2017 to December 31, 2018.

1. Wages

The following wage adjustments will be applied:

December 1, 2017	0.50%
July 1, 2018	1.50%

2. Term

The term of the agreement is for two (2) years. The term is for the period January 1, 2017 to December 31, 2018.

3. Collective Agreement Changes

a) Article 5 – Grievance Procedure

The parties agreed to amend this article to increase the efficiency of the grievance procedure. Terminations and policy grievances are referred directly to the City Manager. The parties have added the option to be able to mutually agree to refer disputes to a sole arbitrator.

b) Article 12 – Vacancies and Promotions

The language has been amended to enable notices of vacancies and new positions to also be posted electronically.

c) Article 13 – New or Reclassified Positions

The parties agreed to amend this article to improve and describe the process associated with establishing or changing a position. The provision also clarifies the process for the union, or the employee through the union, to request a reclassification where the employee and/or union feel there has been a significant change to the position.

d) Article 23 – Granting of Emergency Leave

This provision has been modified to include the requirement to record the type of emergency leave in the leave report. The leave will fall under one of two categories to enable the parties to start to better understand the primary causes of emergency leave. This information will be useful for future rounds of negotiations.

e) Article 28 – Standby Pay

This provision has been modified to address the level of remuneration provided to employees that are on-call. In these circumstances, employees existing entitlement of 1 hour for each 8-hour period will be prorated accordingly (e.g. an employee that is on-call for 10 hours would be paid for 1.25 hours, an employee on-call for four hours would be paid 0.50 hours).

f) Article 29 – Work Clothing and Equipment

This provision has been modified to improve the current safety boot and/or personal safety equipment allowance from three hundred dollars (\$300) to three hundred and fifty (\$350) once every two years for employee required to wear CSA approved safety boots.

This provision has also been modified to provide Sign Shop and Roadways employees with a winter jacket as required and approved by management.

g) No Discrimination

The provision has been modified to align with the Saskatchewan Human Rights Code.

h) Salary Schedules

The parties agreed to introduce a new format for the salary schedule that is more user friendly and structured for the introduction of electronic updating in the future. All new hires into the Utility A, B and C classifications in Roadways will be required to hold a formal 1A drivers license. Compensation will be based on the 1st mo. wage rate. The previous entry level wage rate is deleted.

i) Career Pathing Working Group

The parties agreed to develop a Working Group to discuss competency frameworks for employees, qualifications and job descriptions with the goal of finding improvements within the collective agreement that will enhance promotion, transfer and career pathing opportunities for employees

j) Diversity and Inclusion Working Group

The parties agreed to develop a Working Group to discuss challenges and opportunities related to diversity and inclusion. The parties agreed to make every effort to ensure two of the Working Group members from each party will be a visible minority person, an aboriginal person, a person with a disability, or a member of an underrepresented group.

The purpose of the working group is to report back to the parties prior to the next round of bargaining on opportunities to improve our representative workforce within the CUPE 859 bargaining unit and recommendations on how to achieve a representative workforce.

The Union has also agreed to participate in a multi-union, City-wide joint Diversity and Inclusion Working Group.

4. **Housekeeping and Administrative Changes**

Housekeeping changes in relation to the amendment of statutory titles.