
2017 Contract Negotiations (2017 – 2018) – The Canadian Union of Public Employees, Local No. 59

Recommendation

1. That the proposed changes set out in the revision to the Collective Agreement with respect to the 2017 – 2018 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.

Topic and Purpose

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 two year agreement, expiring December 31, 2018.

Report Highlights

1. The City and CUPE Local 59 have reached a tentative Memorandum of Agreement, ratified by the Union on September 20, 2018.
2. The proposed wage adjustments fall within the mandate provided by City Council.

Strategic Goal

This report supports the goal of Asset and Financial Sustainability through open, accountable and transparent decisions on allocation of resources

Background

Currently the City of Saskatoon is actively bargaining with a majority of its Unions and Associations. The tentative agreement with CUPE 59 is the second tentative agreement to be reached by the City in this round of negotiations.

Report

Negotiations between the City and CUPE Local 59 started on April 25, 2017 and a Memorandum of Agreement was reached on September 13, 2018. The term of the agreement is for two (2) years. The term is for the period January 1, 2017 to December 31, 2018. The Union ratified the terms of the Memorandum of Agreement on September 20, 2018.

Terms of the new Collective Agreement include:

- The following wage adjustments will be applied:
 - December 1, 2017 0.50%
 - July 1, 2018 1.50%

- Improvements to compassionate leave, boot allowance and shift differential.
- Pilot projects to support employee wellness in relation to Medical Appointments and Leisure Pass Subsidies.
- Working groups to discuss Diversity and Inclusion, and Career Pathing.

Attachment 1, The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated September 13, 2018, identifies the wage adjustments and other Collective Agreement changes in more detail.

Options to the Recommendation

One option is that City Council does not approve the tentative agreement and directs the bargaining team to continue bargaining an agreement.

Communication Plan

The results will be communicated to the public through a press release.

Financial Implications

The recommendation falls within the fiscal mandate approved by City Council for the renewal of its collective agreements with City of Saskatoon Unions and Associations.

Other Considerations/Implications

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

Due Date for Follow-up and/or Project Completion

Implementation will occur 30 days after ratification by City Council.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachment

1. The Canadian Union of Public Employees, Local No. 59, Revisions to the Collective Agreement dated September 13, 2018

Report Approval

Written by: Marno McInnes, Labour Relations Manager
Reviewed by: Sarah Cameron, Chief Human Resources Officer
Dan Willems, Acting General Manager, Corporate Performance Dept.
Approved by: Dan Willems, Acting City Manager

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