

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

Negotiations between the City and CUPE Local 59 started on April 25, 2017 and a Tentative Agreement was reached on September 13, 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 12 – Grievance Procedure**

The parties agreed to amend this article to increase the efficiency of the grievance procedure. Policy grievances are referred directly to the City Manager. Unresolved disputes at the City Manager level may be advanced to arbitration. The parties have added the option to be able to mutually agree to refer disputes to a sole arbitrator.

**b) Article 26 – Shift Differential**

This provision has been modified to address the level of remuneration provided to employees where four or more of the hours of work fall within the evening or night shift. In these circumstances, the employee will receive an additional \$1.20 per hour. This is an increase of \$0.10.

**c) Article 33 – Compassionate Leave**

This provision has been modified to extend an additional day of Compassionate Leave, if required, where there is a death of an immediate family member (i.e., spouse, brother, sister, father, mother, son and daughter).

The provision was also modified to specify one day of Compassionate Leave where there is death of a person with whom the employee has a very close relationship akin to that of an immediate family member.

The final modification to this provision was to specify that one additional day of Compassionate Leave may be granted where out of town travel is necessary. This applies for immediate family members only.

#### **d) Boot Allowance**

The Boot Allowance provision for Meter Readers has been improved. Meter Readers purchasing work footwear will be entitled to a reimbursement of up to \$120 per annum. This is an increase of \$20.

Where employees are required to wear CSA approved safety boots the City will now reimburse these employees up to \$240 once every two years. This is an increase of \$40.

#### **e) Medical Appointments**

The parties agreed to a Pilot Project for approximately 1 year that permits the use of sick leave credits to attend medical appointments that cannot be scheduled outside of regular business hours (i.e., specialist appointments). For the term of the pilot there is a maximum of 8 hours that is available for fulltime employees and a maximum of 4 hours for other eligible employees. There is also a commitment to track and report out on medical leave usage at the end of the pilot.

#### **f) Family Leisure Pass Subsidy**

The parties are committed to a healthy workplace and to continue to support this initiative the City has entered into a pilot to provide increased subsidy to City employees who purchase an Individual or Family Leisure Pass. The pilot allows employees to purchase passes at fifty percent of the regular cost. This is an increase of twenty five percent. The pilot expires September 30, 2019.

#### **g) 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 and improve operational efficiencies.

#### **h) Diversity and Inclusion Working Group**

The parties agreed to develop a Working Group to discuss challenges and opportunities related to diversity and inclusion. 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 59 bargaining unit.

### **4. Housekeeping and Administrative Changes**

Housekeeping changes in relation to the amendment of statutory titles.