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## **2017 - 2018 Contract Negotiations – Saskatoon Civic Middle Management Association, Local No. 222**

### **Recommendation**

1. That the proposed changes set out in the revision to the 2017 – 2018 Collective Agreement with Saskatoon Civic Middle Management Association, Local 222 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 an update on collective bargaining with Saskatoon Civic Middle Management Association, Local 222, and seek approval of a two-year agreement, expiring December 31, 2018.

### **Report Highlights**

1. The City of Saskatoon and Saskatoon Civic Middle Management Association (SCMMA), Local 222, reached a Tentative Agreement, ratified by the Union on March 14, 2019.
2. The wage increase associated with this Collective Agreement will be accommodated within the approved budget.

### **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 number of its Unions and Associations. The tentative agreement is with SCMMA, Local 222.

### **Report**

Negotiations between the City and SCMMA, Local 222, started on April 19, 2017, and a Tentative Agreement was reached on March 1, 2019. The term of the agreement is for two (2) years, for the period January 1, 2017, to December 31, 2018. The Union ratified the terms of the Memorandum of Agreement on March 14, 2019.

Terms of the new Collective Agreement include:

<ul style="list-style-type: none"><li>• The following wage adjustments will be applied:<ul style="list-style-type: none"><li>○ December 1, 2017     0.50% (flat increase of \$0.2333)</li><li>○ July 1, 2018         1.50% (flat increase of \$0.7033)</li></ul></li></ul>
<ul style="list-style-type: none"><li>• The parties agreed to reduce the Short Term Sick Leave entitlement from 12 months to 6 months (100% employer paid). Correspondingly, the Long Term Disability waiting period was reduced from 12 months to 6 months with entitlement increasing from 60% to 66 2/3% (100% employee paid).</li></ul>
<ul style="list-style-type: none"><li>• The parties agreed to implement a Family Responsibility Leave Pilot Program to allow employees access to sick leave to address illness, injury, medical emergency or urgent matters relating to a family member. Family member includes spouse, parents, children and legal guardianships.</li></ul>
<ul style="list-style-type: none"><li>• The parties agreed to review and revise the standby compensation system to address inconsistencies.</li></ul>
<ul style="list-style-type: none"><li>• The parties agreed to move a number of higher level positions out of the SCMMA bargaining unit.</li></ul>

Attachment 1 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 wage increase associated with this Collective Agreement will be accommodated within the approved budget.

### **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 Saskatoon Civic Middle Management Association, Local 222, Revisions to the Collective Agreement dated March 4, 2019.

**Report Approval**

Written by: Marno McInnes, Director of Labour Relations  
Reviewed by: Sarah Cameron, Chief Human Resources Officer  
Approved by: Jeff Jorgenson, City Manager

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