

**The Saskatoon Civic Middle Management Association, Local No. 222
Revisions to the Collective Agreement
March 4, 2019**

Negotiations between the City and Saskatoon Civic Middle Management Association (SCMMA) Local 222 started on April 19, 2017 and a Memorandum of Agreement was reached on March 1, 2019. The contract is for a term of two (2) years from January 1, 2017 to December 31, 2018.

1. Wages

Effective December 1, 2017 employees will receive a \$0.2333 cent per hour wage increase. (Equivalent to a 0.5% increase)

Effective July 1, 2018 employees will receive a \$0.7033 cent per hour wage increase. (Equivalent to a 1.5%)

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) **Education-Related Association Business**

The parties agreed to amend the process for applying for education-related Association Business.

b) **Classification Process**

The parties agreed to amend the job evaluation classification process. The new article outlines the process for when a new position is created, when a significant change in an existing position has occurred or when an employee/union reclassification request is advanced.

c) **Removal of Reprimand**

An employee now has the right to apply to the Employer to have a reprimand removed from their file if there is no further disciplinary action in a two (2) year period of active employment following the reprimand.

d) **Termination of Employment**

The disciplinary action section has been changed to require the City to establish just cause when terminating employees holding positions that, with the exception of Engineering Intern, are classified at Grade I, II, III and IV (Clerical Positions).

e) Grievance Procedure

The grievance procedure has been changed to clarify that the Association is responsible for filing and handling grievances.

f) Sick Leave Plan

The current short term sick leave plan has been reduced from 12 months to 6 months. While on sick leave employee receive one hundred percent (100%) of regular salary paid for by the employer.

g) Long-Term Disability Plan

The waiting period for long term disability has been reduced from 12 months to 6 months (100% employee paid). The benefit entitlement has been improve from 60% to 66 2/3%.

h) Family Responsibility Leave Pilot

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 matter relating to a family member. Family member includes spouse, parents, children and legal guardianships. The pilot will be in place until December 31, 2021.

i) Standby Pay

The City has agreed to review the standby compensation practices and to develop a fair and consistent model for standby pay, taking into consideration the varying operational requirements.

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 purpose of the working group is to report back in the next round of bargaining on opportunities to achieve a representative workforce.

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

k) Housekeeping and Administrative Changes

Housekeeping changes in relation to the amendment of statutory titles, insurance policies and clarification of vacation calculations.