

January 30, 2017

To: His Worship the Mayor  
And Members of City Council

Re: Tentative Agreement with CUPE Local 21

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RECOMMENDATION

**RECOMMENDATION OF THE EXECUTIVE COMMITTEE  
- JANUARY 18, 2017**

That the tentative agreement reached with CUPE Local 21 be approved.

*EXECUTIVE COMMITTEE - JANUARY 18, 2017*

The Committee adopted a resolution to concur in the recommendation contained in the report

Mayor Michael Fougere, Councillors: Bob Hawkins (Chairperson), Sharron Bryce, Lori Bresciani, John Findura, Jason Mancinelli, Joel Murray, Mike O'Donnell, Andrew Stevens and Barbara Young were present during consideration of this report by the Executive Committee.

The Executive Committee, at the **PRIVATE** session of its meeting held on January 18, 2017, considered the following report from the Administration:

RECOMMENDATION

That Council approve the tentative agreement reached with CUPE Local 21.

CONCLUSION

A tentative agreement has been reached with CUPE Local 21. The details of the agreement include a three year (January 1, 2016 to December 31, 2018) deal with a general wage increase of 1.9% each year; the addition of a Management Rights Clause; clarification on the number of paid union representatives at grievance and committee meetings; revisions to the number of union staff at collective bargaining; enhancements to Bereavement Leave; modifications to the Death & Disablement article; modifications to the Workers Compensation article; revisions to the article referencing Union Notice Boards; a health spending account for eligible employees covered by the medical plan in 2017 and 2018; enhancement to the bathing suit allowance; paid medicals for employees who are required by their jobs to hold class 1A and 3A drivers licenses; changes that clarify and modernize the language of the Collective Bargaining Agreement; and housekeeping items that help to update and modernize the agreement.

The Administration believes that the negotiated agreement is responsible, reasonable and fair for all stakeholders.

## BACKGROUND

The collective bargaining agreement between the City of Regina and CUPE Local 21 expired on December 31, 2015. CUPE Local 21 served notice to commence collective bargaining on October 1, 2015 and bargaining commenced March 29, 2016.

The purpose of this report is to provide information related to recent bargaining with CUPE Local 21 and seek approval of the tentative agreement.

## DISCUSSION

The City of Regina and CUPE Local 21 commenced collective bargaining on March 29, 2016, with the formal exchange of bargaining proposals.

The two parties have tentatively agreed to the following:

- A general wage increase of 1.9% in each year of the contract;
- The introduction of a Management's Right Clause; (A new clause that recognises the rights of management to direct the work force).
- Language that clearly restricts what is permissible to be posted on Union Notice Boards; (is neither inflammatory, defamatory, nor derogatory, nor endorses or opposes any candidates in any elections).
- A health spending account for eligible employees currently covered by the medical plan in the amount of \$100 in 2017 and \$200 in 2018 and thereafter;
- Clarification on the number of paid union representatives at grievance and committee meetings; (2 people).
- Revisions to the number of union staff at collective bargaining; (5 on the bargaining team, 3 paid by the city).
- Minor enhancement to the bathing suit allowance; (for Lifeguards).
- Paid medicals for those employees whose job descriptions require a Class 1A or Class 3A drivers licence; and
- Changes that update, modernize, and streamline the overall administration of the agreement.

Your Administration recommends approval of this agreement for the following reasons:

- This agreement meets the identified and expressed needs of both parties as presented at collective bargaining negotiations; and
- This agreement will support continued development and progress towards a positive

working relationship between the City and the Union.

RECOMMENDATION IMPLICATIONS

Financial Implications

The cost of the compounded increases over the course of the agreement total \$6,925,007. The costs are broken down as follows:

	Year Over Year Costs	Compounded Costs
2016	\$1,098,827	\$1,098,827
2017	\$1,189,206	\$2,288,033
2018	\$1,250,114	\$3,538,147
<b>Total</b>	<b>\$3,538,147</b>	<b>\$6,925,007</b>

Environmental Implications

None related to this report.

Policy and/or Strategic Implications

The recommendation in this report allows the City to continue to achieve its corporate strategic goals.

Other Implications

None with respect to this report.

Accessibility Implications

None with respect to this report.

COMMUNICATIONS

After public approval of the agreement by City Council, a press release will be prepared to indicate that agreement has been reached.

DELEGATED AUTHORITY

The recommendations contained in this report require City Council approval.

Respectfully submitted,

EXECUTIVE COMMITTEE

A handwritten signature in black ink, appearing to read 'Jim Nicol', written in a cursive style.

Jim Nicol, Secretary