

STAFF REPORT

THE CORPORATION OF THE TOWN OF COBOURG



Report to:	Mayor and Council Members	Priority:	<input checked="" type="checkbox"/> High <input type="checkbox"/> Low
Submitted by:	Andrea Short Manager of Human Resources, Office of the CAO ashort@cobourg.ca	Meeting Type:	Open Session <input checked="" type="checkbox"/> Closed Session <input type="checkbox"/>
Meeting Date:	November 15, 2021		
Report No.:	Office of the CAO-008-21		
Submit comments to Council			

Subject/Title: CUPE Collective Bargaining Negotiating Committee - 2022

RECOMMENDATION:

THAT Council receive this report for information purposes; and

FURTHER THAT Council authorize a negotiating committee be struck to consist of the Chief Administrative Officer, Director of Corporate Services, Director of Public Works, Director of Community Services, Manager of Human Resources, and the Human Resources Generalist to enter into collective bargaining with the Canadian Union of Public Employees, Local 25.

1. STRATEGIC PLAN

N/A

2. PUBLIC ENGAGEMENT

N/A

3. PURPOSE

To establish an efficient and effective negotiating committee to achieve Council's mandate for collective bargaining with CUPE Local 25.

4. ORIGIN AND LEGISLATION

#HR-AP-C1 All Personnel-Compensation and Benefits-Salary Calculation Standards and Labour Relations Act, 1995, S.O. 1995 C1, Sched. A Section 17

5. BACKGROUND

Historically a management negotiation committee, consisting of the Chief Administrative Officer [CAO], the Manager, Human Resources and the Deputy Mayor would form the collective bargaining committee to negotiate on behalf of the Town with both CUPE Local #25 and the Cobourg Professional Fire Fighters' Association Local #1732. This practice is consistent with policy HR-AP-C1-All Personnel-Compensation and Benefits-Salary Calculation Standards.

In 2020, Council authorized the Interim CAO and the Interim Manager, Human Resources to form the negotiating committee and enter into collective bargaining with CUPE Local #25. The mandate was given by Council and the Interim CAO and the Interim Manager of Human Resources successfully negotiated an 18-month agreement that was consistent with the mandate given by Council. The settlement was ratified by both parties. The negotiation committee was very efficient and effective, having the necessary background in finances, labour relations and in-depth knowledge of the collective agreement.

On Friday, October 1, 2021, the Town received notice of intent to bargain from CUPE Local #25. On October 4, 2021 the Manager, Human Resources wrote to the Association and confirmed receipt of the notice to bargain.

The first step in this round of collective bargaining will be to establish the Town's negotiating committee and given the need for efficiency in all aspects of the Town's business administration, this request is to set aside the current policy and establish a committee comprised of the CAO to represent Council, the Director, Corporate Services for financial analysis, the Manager of Human Resources for labour relations expertise and the Human Resources Generalist. The negotiating committee will also be including the Director of Public Works as well as the Director of Community Services to draw upon their expertise in the Town of Cobourg's larger staff areas.

6. ANALYSIS

Council will establish the mandate for the negotiating committee prior to the development of the Town's proposal to guide the committee's deliberations, and Council will at all times be represented by the CAO.

The negotiating committee will also consist of the Director of Corporate Services, Director of Public Works Division, Director of Community Services, Manager of Human Resources and the Human Resources Generalist. This will create an efficient and effective management-based committee that will reflect Council's interests. Council will be given an overview of the potential matters that could arise during this round of negotiations and will be asked to provide a clear mandate at the outset to enable the committee to bargain in good faith and avoid the potential of a settlement imposed by arbitration.

7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS

Financial implications in relation to changes to the CBA are unknown at this point in time.

8. CONCLUSION

A request to establish a management-based committee to enter into Collective Bargaining with CUPE Local 25 that will create an efficient and effective strategy to achieve Council's mandate.

Report Approval Details

Document Title:	Collective Bargaining-CUPE Local 25 - Chief Administrative Officer-008-21.docx
Attachments:	
Final Approval Date:	Feb 24, 2021

This report and all of its attachments were approved and signed as outlined below:

Tracey Vaughan, Chief Administrative Officer - Feb 24, 2021 - 11:37 AM