

# STAFF REPORT

THE CORPORATION OF THE TOWN OF COBOURG



<b>Report to:</b>	Mayor and Council Members	<b>Priority:</b>	<input checked="" type="checkbox"/> High <input type="checkbox"/> Low
<b>Submitted by:</b>	Andrea Short Manager of Human Resources Office of the CAO AShort@Cobourg.ca	<b>Meeting Type:</b>	Open Session <input checked="" type="checkbox"/> Closed Session <input type="checkbox"/>
<b>Meeting Date:</b>	<b>November 15, 2021</b>		
<b>Report No.:</b>	Office of the CAO-009-21		
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**Subject/Title: CPFFA Collective Bargaining 2021 - Adoption of Terms - Office of the CAO-009-21**

## RECOMMENDATION:

THAT Council adopt the terms of the negotiated Collective Bargaining Agreement as amended through negotiations between the Town of Cobourg and the Cobourg Professional Fire Fighters Association (CPFFA) Local 1732, effective January 1, 2021 – December 31, 2024.

## 1. STRATEGIC PLAN

N/A

## 2. PUBLIC ENGAGEMENT

N/A

## 3. PURPOSE

The Collective Bargaining Agreement between the Corporation and CPFFA expired on December 31, 2020. The Corporation and CPFFA have come to a tentative agreement on October 14, 2021. The Corporation would like to highlight to Council the changes that were tentatively agreed upon with the CPFFA and seek the adoption of the terms of the agreement.

## 4. ORIGIN AND LEGISLATION

The Collective Bargaining Agreement between the Town of Cobourg and the Cobourg Professional Fire Association Local #1732 expired on December 31, 2020. The Town of Cobourg is legislated to go into Collective Bargaining with the CPFFA to negotiate a new agreement.

Legal opinion was sought regarding bargaining trends within the Fire Service and what Articles that the Town of Cobourg would be advised to allow or decline as part of the bargaining process.

## 5. BACKGROUND

The Town of Cobourg Bargaining Committee and the Local Fire Association Bargaining Committee exchanged proposals on August 25, 2021. Both parties met for negotiations on September 8, 10, 17, and October 14, 2021

On October 14, 2021 the Town of Cobourg and the CPFFA reached an agreement and a Memorandum of Settlement was signed subject to ratification and Council approval.

On October 21, 2021, CPFFA held a ratification vote and the terms of the negotiated agreement was accepted by its members.

## 6. ANALYSIS

Agreement was reached on the following items:

### Non-Monetary

1. Updated language in regards to gender preferences, grammatical changes and correction of terms.
2. Movement of statutory holidays and vacation banks to a calendar year.
3. Addition of language to state that there will be a minimum of one Officer and two Fire Fighters on duty.
4. Health benefits language for Psychologist to include Psychotherapist and Counselling.
5. Addition of language in regards:
  - a. Labour Management meetings
  - b. Reimbursement of DZ licensing
  - c. Online Learning and enrollment in authorized courses.
6. Movement of grievance procedure to seven (7) days.
7. Four year term of the agreement.

### Monetary

1. This settlement is for a 4-year contract with increases as follows:

- January 1, 2021                      2%
  - January 1, 2022                      2%
  - January 1, 2023                      1%
  - July 1, 2023                          1.25%
  - January 1, 2024                      1%
  - July 1, 2024                          1.25%
2. Call back language to include that should a Fire Fighter leave the station they will be starting a new call back.
  3. Addition of National Day For Truth and Reconciliation.
  4. Movement of rank of Chief Fire Prevention Officer to 117%.
  5. Addition of language in regards to a retired employee returning when subpoenaed in court.
  6. Extended health benefits (per family member per year) to include:
    - Vision Care increase from \$350 to \$500;
    - Eye exams increase from \$75 to \$125;
    - Chiropractic increase from \$500 to \$600;
    - Massage Therapy increase from \$500 to \$600;
    - Physiotherapy increase from \$600 to \$750; and
    - Psychologist increase from \$200 to \$1000.
  7. Introduction of a Health Care Spending Account for retirees.
    - \$1000 per year (combined with spouse) to a maximum of ten (10) years.

**7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS**

As approved by Council on August 30, 2021 the financial impacts were to include an 8.5% wage increase over a four (4) year period to align with the Cobourg Police Association.

When reviewing all extended health benefit increases the overall impact is placed at a 1.52% increase over a four (4) year period. The financial implications for this is:

- Vision Care increase from \$350 to \$500;
- Eye exams increase from \$75 to \$125;
- Chiropractic increase from \$500 to \$600;
- Massage Therapy increase from \$500 to \$600;
- Physiotherapy increase from \$600 to \$750;
- Psychologist increase from \$200 to \$1000; and
- Health Care Spending Account (HCSA) \$1000 per year (combined with spouse) to a maximum of ten (10) years.

3. Other financial incentives include:

- Call back language to include that should a Fire Fighter leave the station they will be starting a new call back.
- Addition of National Day For Truth and Reconciliation.
- Movement of rank of Chief Fire Prevention Officer to 117%.
- Addition of language in regards to a retired employee returning when subpoenaed in court.

## **8. CONCLUSION**

The Town of Cobourg was able to reach a settlement with Cobourg Professional Fire Fighters Association, Local 1732 that was fair, progressive, fiscally responsible, and freely negotiated. Upon approval by Council, the new Collective Bargaining Agreement will run from January 1, 2021 to December 31, 2024.