

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:	July 11, 2022		
Report No.:	[Report Number]		
Submit comments to Council			

Subject/Title: Open - CUPE Collective Agreement - Adoption of Terms

RECOMMENDATION:

THAT Council adopt the terms of the negotiated Collective Bargaining Agreement as amended through negotiations between the Town of Cobourg and the Canadian Union of Public Employees (CUPE) Local 25, effective January 1, 2022 – December 31, 2024.

FURTHER THAT Council adopt the terms of the negotiated Collective Bargaining Agreement as amended through negotiations between the Town of Cobourg and the Canadian Union of Public Employees (CUPE) Local 25 (Crossing Guards) effective January 1, 2022 – December 31, 2024.

FURTHER THAT Council provide a Non-Union/Management wage increase that aligns with CUPE and shall reflect a 3% wage increase each year over the next three (3) years.

N/A

2. PUBLIC ENGAGEMENT

N/A

3. PURPOSE

The Collective Bargaining Agreements between the Corporation and CUPE (including Crossing Guards) expired on December 31, 2021. The Corporation and CUPE have come to a tentative

agreement on June 2, 2022. The Corporation would like to highlight to Council the changes that were tentatively agreed upon with CUPE and seek the adoption of the terms of the agreements.

4. ORIGIN AND LEGISLATION

The Collective Bargaining Agreement between the Town of Cobourg and CUPE Local #25 expired on December 31, 2021. The Town of Cobourg is legislated to go into Collective Bargaining with the CUPE to negotiate a new agreement. Legal opinion was sought regarding bargaining trends within similar sectors and what Articles that the Town of Cobourg would be advised to allow or decline as part of the bargaining process.

5. BACKGROUND

On May 16, 2022 Council approved the Town of Cobourg Bargaining Committee to collective bargain with CUPE with the financial mandate to provide a 9% wage increase over a three (3) year period and a 2% increase in benefits and other financial incentives over a three (3) year period.

The Town of Cobourg Bargaining Committee and the CUPE Bargaining Committee exchanged proposals on May 10, 2022. Both parties met for negotiations on May 10/11 and June 1/2, 2022.

On June 2, 2022 the Town of Cobourg and the CUPE reached an agreement and a Memorandum of Settlement was signed subject to ratification and Council approval. On June 14, 2022, CUPE held a ratification vote and the terms of the negotiated agreement was accepted by its members.

On June 16, 2022, the Town of Cobourg and CUPE Bargaining Committee exchanged proposals for the Crossing Guards. On June 17, 2022 both parties reached an agreement subject to ratification and Council approval. On June 28, 2022, CUPE (Crossing Guards) held a ratification vote and the terms of the negotiated agreement was accepted by its members.

Historically, the Non-Union/Management employees have received the same percentage of wage increase as what is negotiated with CUPE. This practice is used to ensure that internal equity is maintained across positions and workgroups while also maintaining an appropriate wage differential between front line and management positions that reflects the increased levels of responsibility and accountability.

6. ANALYSIS

On May 16, 2022 Council approved the Town of Cobourg Bargaining Committee to collective bargain with CUPE with the financial mandate to provide a 9% wage increase over a three (3) year period and a 2% increase in benefits and other financial incentives over a three (3) year period.

Agreement was reached on the following items for CUPE (inside and outside workers):

Non-Monetary

1. Updated language in regards to gender preferences, grammatical changes, postings, shift schedules, and correction of position titles and general terms.
2. Movement of vacation time to a calendar year.
3. Increase of vacation to four (4) weeks after six (6) years of service.
4. Timelines for schedules and shift changes.
5. Sick time and wellness support.

Monetary

1. The Town of Cobourg has recently had difficulty in retaining staff and recruiting qualified individuals to positions within the Corporation. The below increases were negotiated in order to assist with retention, recruitment, and morale within the Corporation. The settlement is for a three (3) year contract with increases as follows:
 - January 1, 2022 3%
 - January 1, 2023 3%
 - January 1, 2024 3%
2. Pay Equity updates to be made based on the final Pay Equity review of positions to the appropriate levels.
3. Other increases as follows:
 - Meal allowance
 - Shift premiums
 - Extended health benefits
 - Hearing aids
 - Chiropractic care
 - Psychotherapist, Psychologist or Counsellor

Agreement was reached on the following items for CUPE (Crossing Guards):

Non-Monetary

1. Updated language in regard to gender preferences, grammatical changes, legislative requirements, and general terms.
2. Three (3) year term of the agreement.

Monetary

1. This settlement is for a three (3) year contract with an increase from September 1, 2022 – December 31, 2024. Hourly wage increase to \$18.40 per hour for the next three (3) years effective September 1, 2022. The Town feels that the Crossing Guard positions are a valuable part of our organization and feel that their dedication to the safety of the public and the Town of Cobourg should allow for an increase to \$18.40 per hour (previously \$16.88 per hour) as a reasonable increase through the next three (3) years.

7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS

As approved by Council on May 16, 2022 the financial impacts were to include an 9% wage increase over a three (3) year period and a 2% increase in benefits and other financial incentives over the same three (3) year period.

CUPE (Inside and Outside Workers)

Three (3) year contract with increases as follows:

- January 1, 2022 3%
- January 1, 2023 3%
- January 1, 2024 3%

Extended health benefit increases and other financial incentives with an overall impact that is placed at approximately a 2% increase for the three (3) year period.

CUPE (Crossing Guards)

Three (3) year contract with increases as follows:

- September 1, 2022 – December 31, 2024
- Movement to \$18.40 per hour for next three (3) years effective September 1, 2022.

Non-Union/Management

Approval for annual wage increases for Non-Union/Management staff to align with the CUPE increases over the next three (3) years as follows:

- January 1, 2022 3%
- January 1, 2023 3%
- January 1, 2024 3%

8. CONCLUSION

The Town of Cobourg was able to reach a settlement with the Canadian Union of Public Employees, Local 25 that was fair, progressive, fiscally responsible, and freely negotiated. This settlement will assist the Town with retention issues and assist with recruitment for future positions. Upon approval by Council, both revised Collective Bargaining Agreements will run from January 1, 2022 to December 31, 2024.

In addition, the Town of Cobourg would like to provide a comparable increase for the Non-Union Management group that will allow for there to be a continued wage gap between the unionized staff and Non-Union/Management group.