

# 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>	Colleen McBride Manager, Human Resources, Executive Services Division <a href="mailto:cmcbride@cobourg.ca">cmcbride@cobourg.ca</a>	<b>Meeting Type:</b>  Open Session <input checked="" type="checkbox"/>	
<b>Meeting Date:</b>	March 8, 2021		
<b>Report No.:</b>	Chief Administrative Officer-006-21		
<a href="#">Submit comments to Council</a>			

**Subject/Title:**     **Collective Bargaining-Cobourg Professional Fire Fighters' Association Local 1732**

## 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, the Director, Corporate Services and the Manager, Human Resources to enter into collective bargaining with the Cobourg Professional Fire Fighters' Association Local 1732.

### 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 Cobourg Professional Fire Fighters' Association Local #1732.

#### 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, the Human Resources Generalist 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, 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 December 22, 2020, the Town received notice of intent to bargain from the Cobourg Professional Fire Fighters' Association Local #1732. According to the Labour Relations Act, 1995, S.O. 1995, C.1, Sched. A Section 17, "the parties shall meet within 15 days from the giving of the notice or within such further period as the parties agree upon and they shall bargain in good faith and make every reasonable effort to make a collective agreement." On January 11, 2021 the Manager, Human Resources wrote to the Association and requested an extension to the timelines to allow for fulsome discussion with Council related to the formation of the negotiating committee and mandate. The Association agreed to this request.

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 solely of the CAO to represent Council, the Director, Corporate Services for financial analysis, and the Manager, Human Resources for labour relations expertise.

#### 6. ANALYSIS

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

The smaller negotiating committee, with the addition of the Director, Corporate Services for financial analysis, and elimination of duplication of Human Resources personnel, will create an efficient and effective management-based committee that will reflect Council's interest. 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**

Unknown at this point in time

## **8. CONCLUSION**

A request to set aside the existing policy regarding the composition of the negotiating committee for collective bargaining with the Cobourg Professional Fire Fighters' Association Local #1732, and to establish a smaller, management-based committee, will create an efficient and effective strategy to achieve Council's mandate.

## Report Approval Details

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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**

## Report Approval Details

Document Title:	Collective Bargaining-Cobourg Professional Fire Fighter's Association Local 1732.docx
Attachments:	
Final Approval Date:	Mar 3, 2021

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

**Tracey Vaughan, Chief Administrative Officer - Mar 3, 2021 - 2:13 PM**