

Report HRR-CS-07-15

To: Chair Pringle and Members of Corporate Services Committee
From: Grant McLevy, Director of Human Resources
Meeting Date: Tuesday, May 26, 2015
Subject: **Memorandum of Agreement – Paramedic Services OPSEU Local 250**
Status: Recommendation adopted by Committee as presented per Resolution CS59-15; Endorsed by County Council June 2, 2015 per Resolution CC78-15;

Recommendation(s)

THAT in accordance with the terms of the Memorandum of Agreement, as outlined in Report HRR-CS-07-15, the Collective Agreement between the County of Grey and Paramedic Services OPSEU Local 250 is hereby ratified.

Background

The County of Grey, during negotiations with OPSEU Local 250 representing employees in our Paramedic Services Department, have been meeting since early spring 2015 to exchange proposals for the renewal of their Collective Agreement, which expired on December 31, 2014.

In preparation for negotiations, Paramedic Services management worked to identify deficiencies in the current collective agreement, and focused on any areas where union grievances had been filed in the past. Further, Human Resources researched the market trends and arbitrated awards for other Paramedic Services wage settlements. The current trend for Paramedic Services wage settlements are reaching freely negotiated agreements (without arbitration), with total compensation increases in the 2% to 2.4% range.

During these negotiations staff and the union collectively managed to change language in the collective agreement aimed at improving operations within the department. However, when it came to monetary requests, management notified the union that the precedent set at the negotiation table with our three long-term care facilities would frame the monetary offer, and any other improvements to the collective agreement would not be negotiated freely.

In addition, the Employer was able to negotiate significantly better scheduling language, allowing management to gain better control over our part time employee's commitment regarding shifts worked and schedule replacements.

The duration of this tentative agreement is as follows:

OPSEU Paramedic Services – January 1, 2015 to December 31, 2017

The recommended Memorandum of Agreement is included as a confidential attachment to this report.

Financial / Staffing / Legal / Information Technology Considerations

OPSEU – Paramedic Services

Based on the tentative agreement that has been reached, the 2015-2017 net levy cost, including wages, benefits and lost time replacements are as follows:

General 2% Wage Increase all classifications January 1, 2015:	\$172,098
General 2% Wage Increase all classifications January 1, 2016:	\$188,359
General 2% Wage Increase all classifications January 1, 2017:	\$192,126
Benefit Improvement and Alignment:	\$ 3,532

Please note that the 2015 approved budget provided a 2% wage increase for this group, which will cover the general wage increase of 2% beginning on January 1, 2015. There will be an additional cost of approximately \$3,532 in 2015 for benefit improvements, as noted above.

Link to Strategic Goals / Priorities

This wage increase is aligned with freely negotiated settlements at our three long-term care facilities, as well as arbitrated awards for unionized employees within the past twelve (12) months. These outcomes align with labour relations plans to create and maintain open and honest communications with all employee groups, while maintaining budget parameters in an effort to control costs.

Attachment(s)

Confidential Addendum to Report HRR-CS-07-15

Respectfully submitted by,
Grant McLevy, Director Human Resources