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| To: | Warden Selwyn and Members of Grey County Council |
| Committee Date: | July 22, 2021 |
| Subject / Report No: | HRR-CW-05-21 |
| Title: | Results of Interest Arbitration with OPSEU Local 299 and Lee Manor |
| Prepared by: | Jennifer Moreau, Director of Human Resources |
| Reviewed by: | Kim Wingrove, Chief Administrative Officer |
| Lower Tier(s) Affected: | |
| Status: | Adopted as presented by Committee of the Whole through Resolution CW118-21; Endorsed by County Council CC59-21 |

Recommendation

1. **That Report HRR-CW-05-21 regarding the OPSEU-Lee Manor Arbitration Award be received; and**
2. **County Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified to reflect provisions of the Interest Arbitration Award.**

Executive Summary

The purpose of this report is to provide County Council with the results of the Lee Manor interest arbitration with Lee Manor Long-Term Care facility and Ontario Public Service Employees Union (OPSEU) Local 299 in light of the Interest Arbitration Award of, dated June 17th, 2021.

Background and Discussion

The County has been meeting since November 2019 with OPSEU Local 299, representing employees at Lee Manor, to exchange proposals for the renewal of their collective agreement, which expired on December 31, 2019.

During the next 5 days of negotiations (November 2019, January, February 2020) some items were agreed upon, such as streamlining hours of work, job posting and vacancy requirements, and clarification of educational leaves of absence.

The parties were, however, unable to reach agreement on monetary issues, and OPSEU contacted the Labour Relations Board, and a Conciliator was scheduled in June 2020 to work with both parties towards an agreement, or in the alternative, arbitration.

Arbitration took place on March 9, 2021 with the resulting attached Award.

While we were unable to negotiate a settlement without the aid of arbitration for this round of bargaining we are hopeful with our continued positive relationship with our union partners that we will achieve a freely negotiated agreement in future years. We continue to meet and discuss issues of importance on a regular basis with our union partners.

Legal and Legislated Requirements

- Hospital Labour Disputes Arbitration Act (HLDA)
- Labour Relations Act 1995

Financial and Resource Implications

The financial impacts of this Interest Arbitration Award are set out below. The Deputy Treasurer and financial lead of our Long-Term Care facilities has reviewed this report and concurs with the information identified in the financial implications

The arbitration award provides for an increase in wages of 1.62% in each of the three years of this collective agreement. In 2020 the amount of 1.61% was budgeted and accrued at year end awaiting the results of collective bargaining. In 2021 the amount of 1.62% was budgeted and has been accruing for this agreement. The additional cost for enhanced wages by classification, responsibility premium and the benefit enhancement for vision care will be detailed in variance reporting to the Committee of Management. The following years monetary increases for 2022 will be incorporated in the Operating Budgets on a go forward basis

Years

2020: \$158,900

2021: \$179,112

2022: \$200,212

for a total budget impact of \$538,224.

Relevant Consultation

Internal

Geraldine Cole, Labour Relations Officer

Jennifer Cornell, Director of Long-Term Care

Joanna Alpajaro, Deputy Treasurer

Appendices and Attachments

Attachment to HRR-CW-05-21 OPSEU Lee Manor Interest Arbitration Award

[OPSEU Lee Manor Arbitration Award \(June 17, 2021\)](#)

Attachment to HRR-CW-05-21 Agreed to Items OPSEU Lee Manor

[OPSEU Lee Manor Agreed to Items \(Nov. 26, 2019\)](#)

[OPSEU Lee Manor Agreed to Items \(Nov. 27, 2019\)](#)