

## Report HRR-CS-01-15

**To:** Chair Pringle and Members of Corporate Services Committee  
**From:** Grant McLevy, Director of Human Resources  
**Meeting Date:** Tuesday, December 9, 2014  
**Subject:** **Memorandum of Agreement – Grey Gables**  
**Status:** Recommendation adopted by Committee as presented per Resolution CS04-15; Endorsed by County Council January 6, 2015 per Resolution CC25-15;

### Recommendation(s)

**THAT in accordance with the terms of the Memorandum of Agreement, as outlined in Report HRR-CS-01-15, the Collective Agreement between the County of Grey and OPSEU Local 266 is hereby ratified.**

### Background

The County of Grey during negotiations with OPSEU Local 266 representing employees at Grey Gables, have been meeting since early fall 2014 to exchange proposals for the renewal of their Collective Agreement, which expired on July 31, 2014.

In preparation for negotiations, Long Term Care 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 municipal Long Term Care wage settlements. The current trend for long Term Care wage settlements in the municipal sector are reaching freely negotiated agreements, 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 Home. However, when it came to monetary requests, management notified the union that the precedent set at the negotiation table with our two other 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 shift lines and lost time replacements.

The duration of this tentative agreement is as follows:

OPSEU Grey Gables - August 1, 2014 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 – Grey Gables*

Based on the tentative agreement that has been reached, the 2014 net levy cost, including wages are as follows:

Lump Sum Payment – August 1, 2014 to December 31, 2014:	\$19,965
General 2% Wage Increase all classifications January 1, 2015:	\$94,000
Benefit Improvement and Alignment:	\$4,654

Please note that the 2014 approved budget provided a 2% wage increase for this group, which will cover the lump sum payment up to December 31, 2014. There will be an additional cost of approximately \$4,654 in 2015 for benefit improvements, as noted above.

### Link to Strategic Goals / Priorities

This wage increase is aligned with both freely negotiated settlements at our two other 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-01-15

Respectfully submitted by,  
Grant McLevy, Director Human Resources