 Committee Report

# Report HRR-CW-03-17

**To**: Warden Barfoot and Members of Grey County Council

**From**: Grant McLevy, Director of Human Resources

**Meeting Date:** Thursday, June 29, 2017

**Subject: Memorandum of Settlement – UNIFOR Rockwood Terrace**

**Status: Recommendation adopted by Committee as presented per resolution CW126-17; Endorsed by Council July 13, 2017 per Resolution CC37-17**

## Recommendation(s)

1. **­­­­­­­­­­­­­­That Report HRR-CW-03-17 regarding the Rockwood Terrace UNIFOR Memorandum of Settlement be received, and the Collective Agreement between the County of Grey and UNIFOR Local 302 Rockwood Terrace be ratified.**

## Background

The County of Grey has been meeting since early spring 2017 with UNIFOR Local 302, representing employees at Rockwood Terrace, to exchange proposals for the renewal of their collective agreement, which expired on January 31, 2017.

During these negotiations language in the agreement aimed at improving operations within the homes was introduced that specifically strengthened scheduling and attendance rules. However, there was no agreement on the financial aspects of the agreement.

Accordingly, UNIFOR contacted the Labour Relations Board and a conciliator was scheduled to proceed to work towards an agreement, or in the alternative, arbitration.

The Ministry of Labour (MOL) assigned a Conciliation Officer and a conciliation meeting was held on April 20, 2017.

The conciliator assisted in eventually bringing the two sides together on monetary items, including a new benefit provision regarding the replacement of brand name drugs with generic drugs where applicable. This change will result in an immediate reduction in drug premium costs for our renewal in 2018. Accordingly a tentative agreement has been reached for the terms of new Collective Agreement, with the duration of three (3) years as noted below:

UNIFOR Rockwood Terrace (February 1, 2017 to January 31, 2020)

The Memorandum of Settlement is attached to this report.

## Financial / Staffing / Legal / Information Technology Considerations

The tentative agreement reached provides for an increase in wages and benefits of 1.61%, plus the additional cost of $3,902 per annum for uniform allowance improvements, for a total budget impact of $113,052. Please note that this increase is provided for in the 2017 budget.

## Link to Strategic Goals / Priorities

This wage increase is aligned with both freely negotiated settlements, 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.

Respectfully submitted by,

Grant McLevy, Director Human Resources





















