



Committee Report

To:	Warden Hicks and Members of Grey County Council
Committee Date:	Friday, November 12, 2021
Subject / Report No:	HRR-CW-09-21
Title:	Memorandum of Settlement – CUPE Transportation
Prepared by:	Jennifer Moreau
Reviewed by:	
Lower Tier(s) Affected:	
Status:	

Recommendation

1. That Report HRR-CW-09-21 regarding the CUPE Memorandum of Settlement be received, and the Collective Agreement between the County of Grey and CUPE Local 1530 Transportation Services be ratified; and
2. That County Council ratify and approve the attached Memorandum of Settlement dated October 7, 2021, between Transportation Services and OPSEU Local 1530, to bind the new collective agreement; and
3. That the Warden and Clerk be authorized to sign the ratification of this new Collective Agreement to bind the new Collective Agreement as ratified ahead of Council approval, as per Section 25.6 (b) of the Procedural By-law; and
4. That County Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memorandum of Settlement.

Executive Summary

The purpose of this report is to provide County Council with the results of the collective bargaining negotiations between Transportation Services and CUPE Employees Union (CUPE) Local 1530 and to seek ratification by Council of the negotiated agreement.

Background and Discussion

The County of Grey has been meeting since July 2021 with our Union Partners CUPE Local 1530, representing employees in Transportation Services, to exchange proposals for the renewal of their collective agreement, which expired on May 31, 2021.

- Collective Agreement expired May 31, 2021
- Negotiated – July 6, September 23, 28, October 6, 7, 2021

During these negotiations we were able to achieve an agreement with both union and management working together in interest-based bargaining. Management focused on normative increases based on our market research with our municipal comparator group and negotiating language that assists in scheduling and clarifying plain language within the collective agreement that aids both staff and management in interpreting the collective agreement. Negotiating a fourth year with the bargaining group provides stability for the department and reduces legal costs associated with bargaining.

Accordingly, a tentative agreement has been reached for the terms of a new Collective Agreement, with the duration of four (4) years as noted below:

CUPE Transportation Services – June 1, 2021 to May 31, 2025

- Increases to the benefit package for CUPE members to maintain competitive benefits including enhancing Vision Care, Chiropractor, Orthotics. All three benefit increases focus on the core needs of our staff to be well at work.
- Addition of Generic Drug reimbursement as a cost saving measure
- Normative increases in Meal Allowance, Safety Clothing & Safety Boot premiums
- Normative increases for On Call for Lead Hand and Mechanic
- Wage increases of 1.6% for 2021, 2022, 2023 and a 2% increase for 2024

Legal and Legislated Requirements

- Labour Relations Act 1995

Financial and Resource Implications

The memorandum of settlement provides for an increase in wages of 1.6% in each of the first three years, plus a 2% increase in the fourth year of the Collective Agreement. This amount was part of the budget process for 2021 for CUPE.

The following years monetary increases for 2022, 2023 and 2024 will be incorporated in the Operating Budgets on a go forward basis.

Year 2021: \$67,533

Year 2022: \$131,655

Year 2023: \$197,676

Year 2024: \$280,723

For a total budget impact of: \$677,605 over four years.

This contract settlement is aligned with both freely negotiated settlements, as well as arbitrated awards within the past twelve (12) months. These outcomes align with our labour relations plan to create and maintain open and honest communications with all employee groups, while maintaining budget parameters to control costs.

Relevant Consultation

Internal (list)

External (list)

Kim Wingrove, Chief Administrative Officer

Pat Hoy, Director of Transportation Services

Geraldine Cole, Labour Relations Officer

Calvin Robinson, Financial Analyst

Attachments to HRR-CW-09-21

[Attachments to HRR-CW-09-21](#)

- Memorandum of Settlement signed October 7, 2021
- Agreed to Items (from Day 1) signed September 23, 2021
- Agreed to Items (from Day 2) signed September 28, 2021
- Agreed to Items (from Days 4 & 5) signed October 7, 2021