

## Report HRR-CS-08-15

**To:** Chair Pringle and Members of Corporate Services Committee  
**From:** Grant McLevy, Director of Human Resources  
**Meeting Date:** Tuesday, June 23, 2015  
**Subject:** **Memorandum of Agreement – Transportation Services CUPE Local 1530**  
**Status:** Recommendation adopted by Committee as presented per Resolution CS68-15; Endorsed by County Council July 7, 2015 per Resolution CC98-15;

### Recommendation(s)

**THAT in accordance with the terms of the Memorandum of Agreement, as outlined in Report HRR-CS-08-15, the Collective Agreement between the County of Grey and Transportation Services CUPE Local 1530 is hereby ratified.**

### Background

The County of Grey, during negotiations with CUPE Local 1530 representing employees in the Transportation Services department, have been meeting since spring 2015 to exchange proposals for the renewal of their Collective Agreement, which expired on May 31, 2015.

In preparation for negotiations, the Transportation Department worked to identify deficiencies in the current collective agreement, and focused on any areas where there were language deficiencies present and/or where union grievances had been filed in the past. Further, Human Resources researched the market trends, negotiated settlements and arbitrated awards from other municipalities in a variety of sectors. The current trend for Transportation Services wage settlements are reaching negotiated agreements with total compensation increases in the 1.9% 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, staff notified the union that the precedent set at the negotiation table with the three long-term care facilities and the Paramedic Services Department would frame the monetary offer, and any other improvements to the collective agreement would not be negotiated.

In addition, the staff was able to negotiate improved language, allowing management to gain better control over the grievance procedures and hours of work.

The duration of this tentative agreement is as follows:

CUPE Transportation Services – June 1, 2015 to May 31, 2018

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

## Financial / Staffing / Legal / Information Technology Considerations

### *CUPE Transportation Services*

Based on the tentative agreement that has been reached, the 2015-2018 net levy cost, including wages and benefits are as follows:

2% Wage Increase all classifications: June 1, 2015 to May 31, 2016	\$59,861
2% Wage Increase all classifications: June 1, 2016 to May 31, 2017	\$60,860
2% Wage Increase all classifications: June 1, 2017 to May 31, 2018	\$61,907
Benefit Improvement and Alignment:	\$1,403
Increase to Safety Boot Allowance of \$50	\$1,900

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 June 1, 2015. There will be an additional cost of approximately \$1,403 in 2015 for benefit improvements, which will be built into future budgets annually.

## Link to Strategic Goals / Priorities

This wage increase is aligned with freely negotiated settlements at the three long-term care facilities, the Paramedics Services Department, as well as negotiated and 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-08-15

Respectfully submitted by,  
Grant McLevy, Director Human Resources