



Committee Report

To:	Warden Selwyn and Members of Grey County Council
Committee Date:	July 22, 2021
Subject / Report No:	HRR-CW-06-21
Title:	Results of Collective Bargaining between Grey Gables and OPSEU Local 266
Prepared by:	Jennifer Moreau, Director 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-06-21 regarding the OPSEU-Grey Gables Collective Bargaining be received; and
2. County Council ratify and approve the attached Memorandum of Settlement dated July 7th, 2021, between Grey Gables and OPSEU Local 266, 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. County Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memoranda of Settlement.

Executive Summary

The purpose of this report is to provide County Council with the results of the collective bargaining negotiations between the Grey Gable Long-Term Care facility and Ontario Public Service Employees Union (**OPSEU**) Local 266 and to seek ratification by Council of the negotiated agreement.

Background and Discussion

The County has been meeting since February of this year with our Union Partners OPSEU Local 266, representing employees at Grey Gables, to exchange proposals for the renewal of their collective agreement, which expired on December 31, 2020.

- Collective Agreement expired December 31, 2020
- Negotiated – Feb 10,24, 2021 May 5, 2021
- Conciliation with provincial Conciliator – May 6, 2021

During the first three days of negotiations we were able to find common ground on a number of issues including language that values gender identity, expression, and our duties as an employer under the Ontario Human Rights Code, agreed to processes for arbitration, scheduling (including weekends, holidays, posting and part-time processes), parental leave, jury duty and employee classifications.

The parties were, however, unable to reach agreement on monetary issues and invited the assistance of a provincial Conciliation Officer. We met for two days with the Conciliation Officer and were able to settle an agreement on July 7th, 2020. We were aided by the recent Arbitration Award for Lee Manor as it provided a level of parity for wages, benefits, and premiums.

In addition to the agreed to items and Memorandum of Settlement we also achieved two significant Letters of Understanding (LOU) that allow our union partners to leave the bargaining unit on a temporary or permanent basis while protecting seniority levels and an agreed to process for placing employees within our new Behavioral Support Transitional Unit (BSTU). The BSTU LOU is a significant achievement in moving forward with staffing our new transitional unit and providing the opportunity for new roles within Grey Gables.

At all times our bargaining was respectful and supportive of our partnership in providing a unique client focused environment for our residents at Grey Gables. While we were aided by the Arbitration Award at Lee Manor we were able to achieve this memorandum of settlement because of the positive working and bargaining relationship between management and our union partners.

Legal and Legislated Requirements

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

Financial and Resource Implications

The arbitration award provides for an increase in wages of 1.62% in each of the three years of the Collective Agreement. This amount was part of the budget process for 2021 for Grey Gables LTC. The additional cost for 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 and 2023 will be incorporated in the Operating Budgets on a go forward basis.

Years

2021: \$73,512

2022 \$76,312

2023: \$79,812

For a total budget impact of: \$229,636.

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. It also aligns with our vision of all three of our Long-Term Care facilities achieving parity for wages, benefits, and premiums.

Relevant Consultation

Internal

Geraldine Cole, Labour Relations Officer

Jennifer Cornell, Director of Long-Term Care

Joanna Alpajaro, Deputy Treasurer

Appendices and Attachments

[OPSEU Grey Gables Memorandum of Settlement](#)

[OPSEU Grey Gables LOUs - Transfer outside Bargaining Unit, BSTU Temp. Position](#)

[OPSEU Grey Gables Agreed to Items \(February 10, 2021\)](#)

[OPSEU Grey Gables Agreed to Items \(February 24, 2021\)](#)

[OPSEU Grey Gables Agreed to Items \(May 5, 2021\)](#)