

Report HRR-CS-08-14

To: Chair Pringle and Members of Corporate Services Committee
From: Grant McLevy, Director of Human Resources
Meeting Date: Tuesday, September 9, 2014
Subject: **Memoranda of Agreement - UNIFOR Local 302 Rockwood Terrace and OPSEU Local 299 Lee Manor**
Status: Recommendations 1 and 2 adopted by Committee as presented per Resolutions CS81-14 and CS82-14 respectively; Endorsed by County Council October 7, 2014 per Resolution CC132-14

Recommendation(s)

1. **THAT in accordance with the terms of the Memorandum of Agreement, as outlined in Report HRR-CS-08-14, the Collective Agreement between the County of Grey and UNIFOR Local 302 is hereby ratified.**
2. **THAT in accordance with the terms of the Memorandum of Agreement, as outlined in Report HRR-CS-08-14, the Collective Agreement between the County of Grey and OPSEU Local 299 is hereby ratified.**

Background

The County of Grey during negotiations with both UNIFOR Local 302 representing employees at Rockwood Terrace and OPSEU Local 299 representing employees at Lee Manor, have been meeting since early spring 2014 to exchange proposals for the renewal of their respective collective agreements, which both expired earlier this year.

During these negotiations staff collectively managed to change language in the collective agreements aimed at improving operations within the homes. However, when it came to monetary requests management and the unions were quite far apart.

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

The Ministry of Labour (MOL) assigned a Conciliation Officer, with conciliation meetings being held on August 19, 2014 (UNIFOR – Rockwood Terrace) and August 21, 2014 (OPSEU – Lee Manor).

The conciliator assisted in bringing the two sides together on monetary items, and accordingly tentative agreements have been reached for the terms of new Collective Agreements for both unions, in both Homes for the Aged. The duration of these tentative agreements is as follows:

UNIFOR – Rockwood Terrace (February 1, 2014 to January 31, 2017)

OPSEU – Lee Manor (January 1, 2014 to December 31, 2016)

The recommended memoranda of understanding are included as confidential attachments to this report.

Financial / Staffing / Legal / Information Technology

Considerations

UNIFOR – Rockwood Terrace

Based on the tentative agreement that has been reached, the 2014 net levy cost, including wages and benefits is \$79,899, which provides a 2% wage increase on February 1, 2014. Please note that the 2014 approved budget provided a 2% wage increase for this group. There will be an additional cost of \$3,093 in 2015 for benefit improvements.

OPSEU – Lee Manor

Based on the tentative agreement that has been reached, the 2014 net levy cost, including wages and benefits is \$115,626, which provides a 2% wage increase on January 1, 2014. Please note that the 2014 approved budget provided a 2% wage increase for this group. There will be an additional cost of \$16,511 in 2015 for benefit improvements.

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