

# CC22.4 - Confidential Attachment 2 Parts A, B, C and D - made public on July 7, 2020

## CONFIDENTIAL INFORMATION OR ADVICE

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Results of Collective Bargaining Negotiations with CUPE Local 79 – Summary of the Memorandum of Settlement.

The City's bargaining team was successful in negotiating agreements on the following key matters:

### **PART A - Full-Time Unit**

#### **1. Wage Settlement and Term Length**

The settlement provides for wage increases in each year of a new five (5) year (January 1, 2020 to December 31, 2024) collective agreement:

- January 1, 2020      1.0% Base Increase
- January 1, 2021      1.0% Base Increase
- January 1, 2022      1.0% Base Increase
- January 1, 2023      1.5% Base Increase
- July 1, 2023          0.25% Base Increase
- January 1, 2024      1.75% Base Increase

Total: 6.50% base pay negotiated/5 year average of 1.3% per year

#### **2. Long Service Temporary Employee Review (Article 2)**

- A one-time review of Long Service Temporary Employees will be conducted to identify employees with 10 or more years of service. These employees will be appointed to permanent full-time if the position they hold is a permanent vacancy to which no other employee has a claim.

#### **3. No Discrimination or Harassment (Article 5)**

- Updated to reflect current human rights terminology for gender neutral and reprisal language.
- Amended employment equity and inclusion language to advance equity and inclusion goals.

#### **4. Overpayments (Article 6)**

- Renewed Letter of Agreement Interim Alternate Process for Clause 6.10 - process for overpayment in excess of one thousand dollars (\$1,000).

#### **5. Designated and Statutory Holidays (Article 9)**

- Increased the number of Floating Holidays from two (2) to three (3).

#### **6. Illness or Injury Plan (Article 11A) and Sick Pay Plan (Article 11B)**

- Enhanced the information to be provided at twenty (20) days of absence and will reimburse up to sixty dollars (\$60) for completion of the City's Return to Work Form.

#### **7. Active Benefit Plan (Article 12)**

- Dispensing fee cap - Remains at nine dollars (\$9), with the exception of the dispensing fee cap for eligible compound drugs which is twenty-five dollars (\$25) per prescription, which reflects the City's current practice.
- Erectile Dysfunction medication - Established a cap of 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets. The benefit is currently unlimited.
- Addition of nurse practitioner to the list of professionals who can provide prescription for massage therapy.
- Orthotic and Orthopedic devices for dependants 18 years of age and under - shall be limited to three (3) pairs per dependant per benefit year. The benefit is currently unlimited.
- Psychologist Services - Increased the maximum amount for psychologist services from three hundred dollars (\$300) per person per benefit year to one thousand dollars (\$1,000) per person per benefit year. Expanded the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges. *To address the impacts of COVID-19 on the mental wellbeing of City employees, the City Manager approved the implementation of this increase in April 2020.*
- Vision - Provided an additional eighty dollars (\$80) for one (1) routine eye exam for every twenty-four (24) consecutive months, outside of the vision entitlement (\$450).
- Joint Benefits Committee - New Memorandum Item Only - Agreement to jointly conduct a comprehensive review of all benefits plans during the term of the

collective agreement with the objective of meeting the employee coverage requirements and the City's needs of providing a fiscally sustainable comprehensive benefit program

#### **8. Job Postings (Article 15)**

- Increase the duration a Candidate List can be used from one month to two months following the placement of successful candidate(s) for the initial job posting.

#### **9. Union Leaves (Article 17)**

- Provided City paid (wages and benefits) leave for eight (8) Unit Officer positions in Local 79. This is consistent with the paid Union leaves in Local 416.

#### **10. Leave of Absence (Article 17), Pregnancy/Parental Leave**

- Amended Supplemental Employment Benefits payments for pregnancy/parental leave – Following ratification, the amount of the top-up for employees who take pregnancy and parental leave will increase from 75% of wages to 85% of wages (less EI benefits).
- Employees can receive the 85% top-up for up to 12 months or elect to spread the same dollar value of the top-up payments over a period of up to 18 months, so that all employees will have access to the same total amount of top-up entitlement. Currently, as a result of the 2017 change in Federal EI benefits, employees can receive the 75% top-up for the full 18-month period.

#### **11. Employment Security (Article 23)**

- Continued to limit job security to employees who have reached 15 years seniority with the cut-off date extended to as of December 31, 2024.

#### **12. Health & Safety (Article 35)**

- Divisional Health and Safety Policies to be made available to the Corporate Health and Safety Coordinating Committee.
- Provide payment of wages to part time representatives for attendance at Health and Safety Committee meetings when scheduled to work.
- Amend Critical/Serious Incident Letter of Intent to include staff who are directly involved in or have directly witnessed an incident.

#### **13. Employment Equity & Diversity (Article 36)**

- The City and the Union have committed to work together to implement the City's Workforce Equity and Inclusion Plan.

## **14. Memorandum of Agreement - Committee to Discuss Flexible Workplace Policies**

- Includes exploring working from home

In addition to the above items that flow through to the part-time collective agreements, the following items are specific to each of the part-time collective agreements:

### **PART B - Unit B Part-Time**

#### **1. Designated and Statutory Holidays (Article 10)**

- Increased the number of Floating Holidays from one (1) to two (2).

#### **2. Job Postings (Article 13)**

- Part Time employees are able to apply to job postings using the City's internal job portal.

#### **3. Memorandum of Agreement - Committee to Discuss Shift Scheduling**

- Establish a committee for the City and the Union to discuss scheduling issues including operational efficiencies, distribution of work and employee availability.

#### **4. Grievance and Arbitration Procedures (Article 16)**

- Provide for paid leave of absence for part time staff attending step meetings, mediation and arbitration.

#### **5. Extended Health/Dental/Group Life Insurance (Article 34)**

- Add entitlement to Orthotics and Orthopaedic Devices with the same limitations as in the Full Time Unit.
- Add coverage for Accidental Death & Dismemberment Coverage at \$3,000 per employee

#### **6. Illness or Injury Plan (Article 44)**

- Add entitlement to Ill Dependant Leave of up to thirty-two hours (32) per year for employees enrolled in the Illness or Injury Plan.

## **PART C - Long-Term Care Homes & Services Part-Time**

### **1. Designated and Statutory Holidays (Article 12)**

- Increased the number of Floating Holidays from one (1) to two (2).

### **2. Job Postings (Article 17)**

- Part Time employees are able to apply to job postings using the City's internal job portal.

### **3. Grievance and Arbitration Procedures (Article 16)**

- Provide for paid leave of absence for part time staff attending step meetings, mediation and arbitration.

### **4. Letter of Intent - Minimum Shift Length**

- The City will endeavour to provide a minimum shift of three (3) hours for pre-scheduled work.

### **5. Memorandum of Agreement - Changing Availability for Continuing Education**

- Add a process for employees to change their availability for work in order to pursue continuing education.

## **PART D - Recreation Workers Part-Time**

### **1. Leaves of Absence (Article 15)**

- Add Personal Illness or Family Emergency Leave - Provide two (2) paid shifts leave of absence per year for personal illness or family emergency leave.

### **2. Memorandum of Agreement - Review of Recreation Workers in Full-Time Assignments**

- The City will conduct an annual review of Recreation Workers in Full-Time assignments of twelve months or greater, in such situations the employee will be reassigned to temporary full time if the assignment is to continue.

### **3. Recreation Workers Scheduling Program**

- Amend to include an Alternate Dispute Resolution Pilot to resolve scheduling issues.