



**July 4, 2013**

## **City Council Committee Report**

**TO: Mayor and Council**

**FR: Sharen McDowall, Human Resources Manager**

**RE: IBEW Water Plant Local 559 – Memorandum of Agreement**

### **Recommendation:**

That Council of the City of Kenora hereby approves the Memorandum Agreement between the Corporation of the City of Kenora and the International Brotherhood of Electrical Workers (IBEW) Local 559 for the term January 1, 2013 to December 31, 2015; and further

That Council hereby approves an amendment to the 2013 operating budget from the City's Contingency Reserve to fund the incremental costs related to the negotiated settlement with IBEW Local 559; and further

That in accordance with Notice By-law Number 144-2007, public notice is hereby given that Council intends to amend its 2013 Municipal Operating Budget by by-law at its July 16, 2013 meeting; and further

That Council hereby gives three readings to a by-law to amend the 2013 budget for this purpose.

### **Background:**

The parties entered into negotiations on May 21, 2013 with the exchange of proposals. The parties met on May 23, 2013 to discuss proposals. There were only a couple articles tabled by both parties for discussions.

IBEW agreed to make changes to the call-out provision. If a employee is called back for the same issue within two hours of the original call they would still be on the original minimum 4 hour call-in provision.

There was clean-up of language for grievance process, vacation and boot allowance. The Parties agreed to re-sign the letter of understanding that provides a stand-by rate for a Chief Operator. However, once the new Water and Sewer Supervisor has completed his necessary qualifications that stand-by pay will cease.

The following economic increases are recommended:

January 1, 2013 – 1.7%

January 1, 2014 – 1.7%

January 1, 2015 – 1.7%

**Budget:** Amendment to the 2013 operating budget from the City's Contingency Reserve to fund the incremental costs for 2013. 2014 and 2015 budget will reflect the approved increases for those years.

**Communication Plan/Notice By-law Requirements:** Payroll will be advised of approval for implementation and processing of the economic rate increase for 2013. A meeting will be held with Managers and Supervisors to advise of the new changes to the Collective Agreement.