



May 1, 2013

City Council Committee Report

TO: Mayor and Council

FR: Sharen McDowall, Human Resources Manager

RE: CUPE Local 191 – 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 Canadian Union of Public Employees (CUPE) Local 191 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 CUPE Local 191; and

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 May 21st, 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 December 10, 2012 with the exchange of proposals. The parties met numerous times over the next three months with slow but what we thought was positive movement.

CUPE Local 191 made application for Appointment of Conciliation Officer under Section 18 of the Labour relations Act, 1995 on February 14, 2013. The Employer received notice dated February 19, 2013 that a Conciliator was appointed to confer with the parties and to endeavour to effect a collective agreement from the Ministry of Labour. The Employer was further advised that a conciliation meeting of the parties would be Wednesday April 10, 2013 at 10:00 a.m.

The parties met on April 10, 2013 at 10:00 a.m. after a lengthy session, the City and the Union signed a tentative agreement subject to ratification by the membership and approved by Council.

The parties agreed to clean up language on numerous articles. Previous Letters of Understanding language was incorporated into the Collective Agreement with minor changes to them. The parties worked towards acceptable amended language in the Collective Agreement addressing Management Rights.

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.