

June 1, 2015

A Brief Background

Local 500 began preparations for negotiations in June, 2014. On June 25, the Local launched an online bargaining survey to help identify your bargaining priorities. Hard copies of the survey were also available to members who did not have access to the internet. The bargaining survey closed on September 5, 2014 and saw over 700 responses from the combined online and paper version.

In early October, the survey results were tabulated and our findings indicated that a reasonable wage increase, employment security, protecting the pension plan and fighting off concessions were your top priorities.

In November, notification was sent to the Employer of the Union's intent to commence negotiations. This notice period is outlined in the collective agreement.

On December 13, the Union's Negotiating Committee met to review and fine-tune our bargaining proposals, and prepare our committee for their involvement in the bargaining process.

In late December, the Union and the City exchanged proposal packages. On January 6, 2015, the Union's Negotiating Committee met to review the City's package which contained a number of concessions. Examples of some of the concessions proposed by the City included: **elimination of job security, deletion of severance pay, deletion of long service pay and elimination of rights to bank shift premium.**

On February 2, the two parties commenced face-to-face negotiations for a new contract. Discussions continued in both full committee and in sub-committees throughout February, March and early April. On April 17, the Union and the City agreed to the conciliation process to assist us in reaching a settlement. As a result, on the evening of May 11, the Union and the City were able to reach a tentative agreement.

The Local 500 Negotiating Committee was unanimous that this offer should be recommended to the membership for ratification.

This document contains the highlights of the Tentative Agreement.

*We would like to thank each of you,
our members, for your patience
and support while we worked on
your behalf to reach an agreement.*

*In solidarity,
Your negotiating committee*



Mike Davidson
President, Local 500
Gord Delbridge
Civic Services Unit
Barb Verschoore
Community Services Unit
Albert Allison
Public Works Unit
Walter Gretschan
Water and Waste Unit
Ted Yorke
Member at Large
Rebecca Scott
Member at Large

Alex McClurg
CUPE National Staff
George Bouchard
CUPE National Staff
Kevin Carswell
CUPE National Staff
Matt McLean
CUPE National Staff

Bob Ripley
Local 500 Staff
Karen Byzuk
Local 500 Staff

TENTATIVE SETTLEMENT HIGHLIGHTS

EMPLOYMENT SECURITY

“Status Quo” - Provision expires on December 24, 2016

TERM

Two-year agreement effective December 28, 2014 to end of Pay Period #26, 2016 (date to be confirmed).

GENERAL WAGE INCREASE

Year 1 – Effective Pay Period #1, 2015 (December 28, 2014) - **2.00%**

Year 2 – Effective Pay Period #1, 2016 (December 27, 2015) - **2.00%**

BENEFITS

Vision Care (Effective date of ratification):

- Full-time: Increase rates to **\$375.00** and **\$90.00** for cost of eye exam.
- Part-time: Increase rates to **\$187.50** and **\$45.00** for cost of eye exam

CHANGES TO THE FOLLOWING ARTICLES AS AGREED TO BY THE PARTIES

- Article 12 Filling of Vacancies - **Lateral Transfer language amended.**
- Article 13 Discipline - **Amended to include timelines.**
- Article 22 Sick Pay Regulations – **Illness of Family Members - language amended.**
- Article 26 Group Life Insurance Plan – **Current article replaced with amended language.**
- Article 28 Labour Management Committee – **Meet within 90 days re: protective clothing.**
- Article 35 Leave of Absence – **Bereavement, Maternity/Parental, Jury or Court Witness Duty – language amendments.**
- Article 38 Long Service Pay – **Increase to rates effective PP#1 – 2016.**
- Appendix 1 Re: Article 12-4 – **Additions to classifications.**
- Appendix 2 Re: Article 12-2 and 12-6 – **Deletion of classification.**
- Appendix 3 List and Order of Arbitrators – **Addition of Arbitrator Jeffrey Palamar.**
- Salary Schedule – Classification Amendments – **Additions/Deletions.**

NEW/CHANGES TO LETTERS OF UNDERSTANDING AS AGREED TO BY THE PARTIES

- LOU Unit Presidents – **Language revised.**
- LOU Aboriginal Relations – **NEW**
- LOU Education, Training and Staff Development - **\$500,000 and Add “Employee Wellness”.**
- LOU City Wide Seniority for Promotions – **NEW**
- LOU Classification Review – Foreman Series – **Deleted**
- LOU 12-3 and Part-time Employees – Library Services Division - **NEW**
- LOU Criminal Record Check – **New**

The Union's Negotiating Committee is recommending to **“ACCEPT”**
the proposed Tentative Agreement