

Town of Riverview

COUNCIL REPORT FORM



Presented to: Mayor and Council

Department: Colin Smith

Date: May 7, 2018

Subject: Labour Relations - Negotiations with CUPE

BACKGROUND

The Town of Riverview and CUPE's negotiating team have reached a tentative agreement that both sides are prepared to bring forward to their respective approvers for review and endorsement. Council has provide general endorsement for the proposed settlement.

The key elements of the agreement are as follows:

Terms of the Agreement		
A four year wage settlement agreement as follows:		
<ul style="list-style-type: none">• July 1, 2017 – 2.25%• July 1, 2018 – 2.25%• July 1, 2019 – 2.25%• July 1, 2020 – 2.25%		
<u>Continuous Service</u>	<u>Long Service Pay</u> (based on annual salary)	
10 years and over	\$125.00	0.50%
15 years and over	\$200.00	1.00%
20 years and over	\$275.00	1.50%
25 years and over	\$375.00	2.00%
Employees will be allowed to use up to 3 days of their sick leave benefits to care for a member of their family that are ill.		
The Town agreed to sign a letter of intent to indicate we would recognize issues of domestic violence. The Town agreed to review and implement a policy that aligns with the New Brunswick Labour Standards once it has been updated with the inclusion of information on domestic violence leaves.		

There were a number of language changes to the agreement that both sides agreed would improve the readability and clarify of the contract. That was a positive development for all parties.

The wage settlement was consistent with the average wage settlement for CUPE contracts with other municipalities in New Brunswick.

CUPE local 2162 accepted the tentative agreement on April 16, 2018 via a vote of its members.

The Negotiation Team of Tyla Finlay, Gerry Cole and I recommend that Town Council approve the tentative agreement reached with CUPE.

CONSIDERATIONS

Legal: contract expired June 2017

Financial: The 2018 budget includes funds to cover the costs of this settlement contract.

Policy: N/A

Stakeholders: Residents; CUPE Members

Strategic Plan: Fiscal Responsibility and Service Excellence

Interdepartmental Consultation: Department Heads; CAO; HR

Communication Plan: N/A

Recommendation:

That Town Council of the Town of Riverview ratify the four year term tentative agreement with CUPE Local 2162 that will expire on June 30, 2021, including the proposed wage settlement for CUPE members of 2.25% for each year of the four-year contract.