



City of
Peterborough

To: **Members of the Committee of the Whole**

From: **Sandra Clancy, Director of Corporate Services**

Meeting Date: **November 6, 2017**

Subject: **Report CPHR17-006**
ATU 1320 (Transit Workers) Collective Bargaining Settlement

Purpose

A report to recommend the approval of the Minutes of Settlement, between the City of Peterborough and Amalgamated Transit Union 1320 (Transit Workers), dated October 24, 2017, covering the contract period July 1, 2017 to June 30, 2023.

Recommendation

That Council approve the recommendation outlined in Report CPHR17-006 dated November 6, 2017, of the Director of Corporate Services as follows:

That the minutes of settlement between the City and the Amalgamated Transit Union 1320 dated October 24, 2017 that sets out new terms for a Collective Agreement covering the 6 year period July 1, 2017 to June 30, 2023, as generally described in Report CPHR17-006, be approved.

Budget and Financial Implications

The July 1, 2017 to December 31, 2017 portion of the new contract can be accommodated within the approved 2017 transit budget. The 2018 impacts have been incorporated in the Draft 2018 Budget to be presented to Budget Committee on November 6, 2017.

Background

Settlement

The City and Local 1320 of ATU concluded 13 days of negotiations on October 24, 2017 and signed a Memorandum of Settlement that set out amended terms of the ATU Collective Agreement for the six year term July 1, 2017 to June 30, 2023.

ATU members ratified the Memorandum of Settlement at a membership meeting held on Wednesday, November 1, 2017 and staff recommend Council now approve the Memorandum of Settlement through this report.

Wage rates for the 6 year term of the contract are set out in the following table:

Effective Date	Permanent Operator & Vehicle Service Person	Extra Board, Casual & Extra Vehicle Service Personnel	Vehicle Service and Equipment Maintenance
July 1/17 – 1.50%	\$27.73	\$22.18	\$28.13
Dec 31/17– 0.00%	\$28.20	\$22.56	\$28.60
July 1/18 – 1.75%	\$28.69	\$22.95	\$29.10
July 1/19 – 1.95%	\$29.25	\$23.40	\$29.67
July 1/20 – 1.95%	\$29.82	\$23.86	\$30.24
July 1/21 – 1.95%	\$30.40	\$24.32	\$30.83
July 1/22 – 1.95%	\$31.01	\$24.81	\$31.44

The one-time adjustment on Dec 31, 2017 was purchased by the union through the elimination of the Sunday premium which pays operators 1.25 times their normal hourly rate for each hour worked on a Sunday. This costs the City \$105,000 annually.

Some modest improvements in benefits have been made as follows:

- Vision Care: coverage to be increased to \$600 effective July 1, 2020 and \$650 effective July 1, 2022;
- Eye examination to be increased to \$150 for employees only effective Jan 1, 2019;
- Hearing aids: Lifetime maximum of \$1000 for employees only;
- Paramedical: Dependent coverage increased to \$600 for physiotherapist, clinical psychologist, speech pathologist and masseur; and
- Top up to WSIB lost time benefit for an approved claim due to a physical assault for a maximum of three years.

Other changes include:

- The number of Extra Board Operators that the City may employ has been increased from 17 to 20;
- Employees who are awarded a full-time position must remain in the position for three years (increased from two years) before applying for another full-time position; and
- Language was introduced regarding the scheduling of medical appointments which will reduce time off work, which also will reduce overtime use.

Summary

This settlement provides a reasonable compensation increase and the stability of the deal provides value as the City, in partnership with its transit employees, continues to modernize and enhance the excellent transit service our citizens enjoy.

Submitted by,

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Director of Corporate Services

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