



City of
Peterborough

To: Peterborough Public Library Board of Trustees

From: Ken Doherty, Director of Community Services

Meeting date: January 19, 2016

Subject: Report PPL16-001
CUPE LOCAL #1833 Collective Bargaining Settlement

Purpose

A report to recommend the Minutes of Settlement, between the City of Peterborough and CUPE Local 1833 (Library) dated December 18, 2015, covering the contract period January 1, 2016 to December 31, 2019 be endorsed and that the Collective Agreement be signed.

Recommendations

That The Peterborough Public Library Board of Trustees approve the recommendations outlined in Report PPL16-001 dated January 19, 2016, of the Director of Community Services as follows:

- a) That the Minutes of Settlement, between the City of Peterborough and CUPE Local 1833 (Library) dated December 18, 2015, covering the contract period January 1, 2016 to December 31, 2019 as described in Report PPL16-001, be endorsed, and;
- b) That the Chair of the Peterborough Public Library Board of Trustees be authorised to sign the Collective Agreement on the Library/City's behalf.

Budget and financial implications

CUPE 1833 negotiated its financial settlement with two other City CUPE locals together as one bargaining unit. The settlement achieved is within Council's mandate.

The January 1, 2016 to December 31, 2016 impacts have been incorporated in the 2016 Budget approved by Council on December 7, 2015. The impacts for 2017, 2018 and 2019 will be included in the Operating Budgets for those years.

Background

Settlement

The City and CUPE Local 1833 signed Memoranda of Settlement on December 18, 2015 that set out amended terms of the respective Collective Agreements for a four year term January 1, 2016 to December 31, 2019. The agreement has been achieved within Council's mandate.

Ratification votes were held by the CUPE Local on January 6, 2016 and the Minutes of Settlement were endorsed. Staff is recommending that the Library Board now endorse the Memoranda of Settlement through this report.

Agreement Highlights

Local 1833 chose to forego a general wage increase in 2016, except for a few positions which will receive a \$0.95/hour wage adjustment. They also purchased some improvements in benefits as follows:

- Sunday premium: increased by \$0.99 to \$1.72/hour
- Boot Allowance: \$300 every year for part-time custodial employees, which can be applied to the cost of boots or parkas
- Personal Days: part-time employees to receive one personal day per year
- Wages to increase as follows: January 1, 2016: 0% - (\$0.95/hour for certain employees)

January 1, 2017: 1.5%

January 1, 2018: 1.75%

January 2, 2019: 1.95%

In addition, improvements have been made to the scheduling of work for part-time employees. The parties also agreed through a Letter of Understanding, that there would be no reduction in the overall hours in any department on the master schedule as a result of the renovations and/or the transition to the new building.

The City achieved some significant changes as well. For CUPE 1833, if a vacancy occurs in a job that was posted within the last four months, management will be able to select candidates from that previous recruitment. This will be a significant savings for management, both in terms of time and money related to recruitment and advertising costs. The City was also successful in their proposal as to how to compensate employees who are required to come to work to attend staff meetings on an unscheduled work day. Library management has struggled with having employees call in at the last minute when they are unable to work their shift making it impossible to provide backup coverage. Language has been introduced that requires employees to

provide advance notice to management so that alternative arrangements can be made. The vacation scheduling procedure was also amended making a more streamlined and efficient process.

For all three CUPE locals, language was agreed to regarding the administration of vacation when an employee returned to work following a period of time when they were on Long Term Disability. This had been the subject of an arbitration hearing for Local 504 several years ago, and the City was able to get their preferred language so that there would be no more issues or misunderstandings going forward.

These settlements provide a reasonable compensation increase during difficult and uncertain economic times and allow employees to focus on delivering an excellent level of service moving forward.

Submitted by,

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Director of Community Services

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