 <b>COBOURG</b>	<b>THE CORPORATION OF THE TOWN OF COBOURG</b>	
	<b>STAFF REPORT</b>	
TO:	Mayor and Council	
FROM: TITLE:	Stephen Peacock, P.Eng. CAO	
DATE OF MEETING:	November 20, 2017	
TITLE / SUBJECT:	Collective Bargaining, Local 25	
REPORT DATE:	November 16, 2017	File #:

1.0 STRATEGIC PLAN

N/A

2.0 PUBLIC ENGAGEMENT

N/A

3.0 RECOMMENDATION

It is recommended that Council authorize the execution of a collective agreement with CUPE local 25 for the 3 year period August 1, 2017 to July 31, 2020 with conditions as outlined in the attached memo.

5.0 BACKGROUND

The Town of Cobourg received Notice to Bargain on May 4 of 2017 for the collective agreement between the Town and its inside and outside workers. The existing agreement expired July 31/17.

The Corporation's negotiation team consisted of:

Deputy Mayor John Henderson  
Human Resources Officer Melissa Henke  
CAO Stephen Peacock

The corporations team received instructions from Council in closed session for a total remuneration cap of 1.5% per annum for a 3 year agreement. This cap did not take into consideration any increase as a result of minimum wage or Bill 168 legislation.

6.0 ANALYSIS

Please find attached a summary of the negotiated settlement provided by HR Officer Melissa Henke.

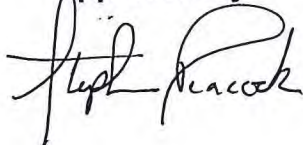
7.0 FINANCIAL IMPLICATIONS/BUDGET IMPACT

Sufficient funds were included in the 2017 budget to cover the cost for 2017. The budget process for 2018 will include any anticipated cost implications of this agreement.

8.0 CONCLUSION

The Corporation's bargaining committee feel that a fair agreement is presented for council consideration. This agreement has been ratified by the membership of Local 25.

Approved By:



Department:

CAO

*From the desk of:*

Melissa Henke  
Human Resources Officer  
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**Town of Cobourg**  
Human Resources Department  
55 King Street West  
Cobourg, ON K9A 2M2

# MEMO

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**TO:** Mayor and Council  
**FROM:** Melissa Henke, Bargaining Committee  
**DATE:** November 20, 2017  
**SUBJECT:** Negotiations – CUPE LOCAL 25

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## **BACKGROUND**

The Collective Agreement between the Corporation and C.U.P.E Local 25 expired on July 31, 2017.

## **DISCUSSION:**

The Corporation and C.U.P.E Local 25 initiated the bargaining process in August 2017 and reached a tentative agreement on October 23, 2017. C.U.P.E Local 25 held a ratification vote on November 6, 2017 and the terms of the negotiated agreement was accepted by its members.

Significant components of the agreement are as follows:

### **Wage Increases:**

Agreed upon wage increases were negotiated for all inside, outside and casual/student positions.

Effective August 1, 2017 – 1.90%

Effective August 1, 2018 – 1.90%

Effective August 1, 2019 – 1.90%

### **Extended Health and Dental Benefits and Other Benefits:**

There are no increases to Extended Health, Dental, Life and ADD Benefits.

### **Other Benefits**

- 1.9% increase was included in the calculation for the \$1.00 shift premium effective January 1, 2018.

- 6 week vacation entitlement provided at 24 years of service rather than 26.
- Increase to \$225 from \$200 for footwear for outside workers only.
- Inclusion to 2 days off with pay to care for employee's immediate family. This was granted with the anticipated ESA changes that requires the employer to provide 2 paid emergency leave days.
- Inclusion of Civic Holiday (James Cockburn Day) as eligible for public holiday pay and overtime for casuals and students.

**Non – Monetary Changes**

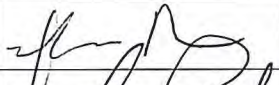
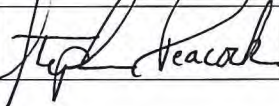
- Casual employees may be extended for up to 8 months in the Parks, Marina and Trailer Park.
- Inclusion of letter of understanding regarding Temporary Full Time positions.
- Additional 5 days of unpaid leave of absence may be granted for CUPE executive members.
- Changes to the hours of work for Engineering Technicians at Public Works.
- Several administrative changes to various articles of the agreement.

**FINANCIAL IMPLICATIONS**

The average annual total compensation increase for the 3 year period is 1.71 %. This includes significant costs for minimum wages increases which accounts for 0.35% of the annual increase.

**RECOMMENDATION**

It is hereby recommended that Council authorize the execution of the negotiated collective agreement between the Corporation of the Town of Cobourg and C.U.P.E Local 25 with conditions as outlined in this memo.

		<b>SIGNATURE</b>	<b>DATE</b>
HR Officer	Melissa Henke		November 20, 2017
CAO	Stephen Peacock		November 20, 2017