



SIoux LOOKOUT

Hub of the North

REPORT

MEETING TYPE: Regular Council Meeting

To:	Mayor and Council
From:	Megan Pollard, Human Resources Manager
Date:	September 18, 2024
Subject:	Collective Agreement 2024-2027
Report No.:	2024-292

TITLE: Collective Agreement 2024-2027

RECOMMENDATION:

THAT Council approves the new Collective Agreement between the Municipality of Sioux Lookout and CUPE Local 2141, as outlined in the Human Resources Manager's Report dated September 18, 2024; and further

THAT Council authorizes the passing of By-law No. 75-24, Being a By-law to Authorize the Mayor, and the Clerk and the Municipal Management Negotiation Committee to Execute a Collective Agreement between The Corporation of the Municipality of Sioux Lookout and the Canadian Union of Public Employees (CUPE) and its Local 2141, and to rescind By-law No. 27-21.

PURPOSE:

The purpose of this report is to provide an overview of the recent negotiations between the Municipality and CUPE Local 2141, summarize the proposed amendments to the Collective Agreement, and seek Council approval for the agreement and term of three years.

BACKGROUND:

The current Collective Agreement between the Municipality and CUPE Local 2141 expired on March 31, 2024. The Negotiation Committee was made up of five (5) members of the management team. Preparations began in the second half of 2023 with an employee satisfaction survey and a request for input from the management team. Notice to Bargain was received on January 2, 2024. Formal negotiations began on June 10, 2024, with the goal of reaching an updated agreement that reflects both the Municipality's operational needs and fair compensation and working conditions for our unionized staff.

Over the course of two (2) days the parties have collaboratively addressed key issues raised by both sides, leading to a tentative agreement. This agreement was ratified by the membership on August 19, 2024, and is now being brought to Council for consideration and final approval.

DISCUSSION:

Summary of Negotiation Process

Negotiations were conducted in a spirit of cooperation and mutual respect. Both parties worked diligently to find common ground on several important issues, including:

Wages and premium payments
Work-life balance and scheduling
Health and safety
Benefits
Workforce planning

Key Adjustments to the Collective Agreement

- Wage Adjustments
 - A wage increase of 4% per year for the duration of the agreement taking effect retroactively to April 1, 2024
- Working Hours and Scheduling
 - Introduction of a new schedule for specific departments to improve work-life balance and streamline operations for the Facilities Division and Recreation Department.
 - "Winter Days" were removed.
 - "Banked Time" cap was adjusted from ten (10) days to eight (8) days.
- Health and Safety
 - Adjustment in cost of work boot reimbursement and requirement for probationary period to be completed prior to reimbursement.
 - Re-structured the Grievance Procedure for a more streamlined and efficient process.
- Benefits
 - Minor adjustment to benefits structure regarding paramedical coverage.
- Workplace Planning
 - Restructuring regarding Recreation and Culture Operations and Development Services Facilities Divisions.
 - Restructuring regarding the Finance Department (elimination of one position).
 - Creation and tiered structure for Facilities Division (Operations Technician 1, 2, and 3) and Public Works (Apprentice Mechanic Level 1, 2, and 3).

RELATIONSHIP TO THE STRATEGIC PLAN:

A collective agreement that improves wages, enhances work-life balance through schedule adjustments, and offers more opportunities for employees directly aligns with the strategic plan.

By supporting employees, the agreement contributes to community growth and economic stability, fostering a higher quality of life. Healthier, more satisfied employees create a positive

ripple effect in the community, promoting overall wellness and engagement.

Furthermore, by promoting open communication and ensuring employees' voices are heard, the agreement supports operational excellence, driving higher job satisfaction and organizational efficiency.

FINANCIAL IMPLICATIONS:

There will be no change in the premium for health benefits to reflect the changes to the paramedical insurance.

The proposed wage increases will result in an increase to the annual payroll budget. However, this has been accounted for in the 2024 budget as approved earlier this year. Additionally, some costs will be decreased due to position elimination, removal of "Winter Days", and adjustments to "Banked Time" caps.

ATTACHMENTS:

1. [75-24 To Execute Collective Agmt with CUPE 2141 and Rescind By-law 27-21.doc](#)

Written By:
Megan Pollard, Human Resources Manager

Approved By:
Brian P. MacKinnon, CAO/Municipal Clerk