



## AMHERST TOWN COUNCIL

RFD# 2019067

Date: July 9, 2019

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**TO:** Mayor Kogon and Members of Council

**SUBMITTED BY:** Kimberlee Jones, Municipal Clerk

**DATE:** July 9, 2019

**SUBJECT:** CUPE Local 1233 Collective Agreement Extension

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**ORIGIN:** The CUPE Local 1233 Collective Agreement expired March 31, 2019

**LEGISLATIVE AUTHORITY:** Trade Union Act

**RECOMMENDATION:** That Council approve the CUPE Local 1233 Collective Agreement Extension.

**BACKGROUND:** The contract expired on March 31, 2019. We had scheduled 2 days of collective bargaining in mid June, however due to circumstances beyond our control those dates had to be cancelled.

**DISCUSSION:** Following the cancellation of our June bargaining dates, the parties found themselves in a situation due to scheduling demands, we would not be able to begin a full round of bargaining until sometime this Fall.

As the existing contract continues to be in force, we offered CUPE an additional 1 year rollover option with an appropriate wage increase. What this means is the existing contract continues from April 1, 2019 through to March 31, 2020 with no language changes and the members will receive a wage increase this year. And after some negotiations, the Local voted to ratify this offer with a 2% wage increase effective April 1, 2019.

As part of the discussions the parties agreed to begin negotiations for the next contract in the Fall of 2019 with the goal of having a new contract ready prior to the next expiry date.

**FINANCIAL IMPLICATIONS:** The increase has been accounted for in the current year budget. The wage increase of 2% equates to \$27,000 and with benefits taken into account the cost is approximately \$34,000.

**COMMUNITY ENGAGEMENT:** There has been no community engagement



**ENVIRONMENTAL IMPLICATIONS:** There are none

**SOCIAL JUSTICE IMPLICATIONS:** Our Unionized workers continue to have wages competitive with our comparator municipal units.

**ALTERNATIVES:** The alternative is to enter into a full round of bargaining with the Local sometime in the Fall of 2019

**ATTACHMENTS:** Schedules "A" and "B"

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Report prepared by: Kimberlee Jones, Municipal Clerk  
Report and Financial approved