REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED MAY 10, 2000 ADJOURNED TO MAY 11, 2000

On motion of His Worship Mayor Murray, the Report of the Executive Policy Committee dated May 10, 2000, adjourned to May 11, 2000, was considered.

567 - Pursuant to the Municipal Council Conflict of Interest Act, Councillor Prystanski advised that he would refrain from entering the discussion and from voting on the clause, due to his employment association with the City of Winnipeg, being a C.U.P.E. employee on a political leave of absence, and left the Chamber.

Collective Agreement Between the City of Winnipeg and CUPE, Local 500
File GU-4.1 (Vol. 27)

568 - 1. The Executive Policy Committee has been advised that the collective agreement between the City of Winnipeg and CUPE, Local 500 expired December 25, 1999. Notice to bargain was given by CUPE, Local 500 on October 4, 1999 and the parties had in excess of twenty-five joint meetings without resolution of significant differences regarding wages and employment security.

On March 31, 2000 the Union issued a strike deadline of 12:00 noon on Friday, April 7, but stated that it would be prepared to postpone that action if the City was prepared to jointly request that a mediator be appointed to assist the parties with this negotiation.

On April 4, 2000 the Executive Policy Committee directed the Chief Administrative Officer to make a joint application with the Union to the Minister of Labour for appointment of a mediator pursuant to Section 95(1) of the Labour Relations Act.

On April 5, 2000 the Minister of Labour appointed Mr. Wally Fox-Decent as mediator. The City and Union met under the auspices of the mediator until April 28, 2000 at which time the parties arrived at an Agreement-in-Principle that the respective negotiating committees were prepared to recommend to their principals.

The following represents a summary of the material changes to the proposed collective agreement between the City of Winnipeg and the Canadian Union of Public Employees, Local 500.

1. Term of Agreement: December 26, 1999 - December 28, 2002 (36 months)

2. Salary Adjustments 2000 – 2002 Budget Provisions 2000 – 2002 *

Pay Period #9 2000 – 1.0% Pay Period #21 2000 – 1.0% to 1.5% (i.e., CPI to a maximum of 2.5% or a minimum of 2.0% less increase in Pay Period #9)	Pay Period #20 2000 – 1.5% (estimated budget shortfall - $0.7 million)
Pay Period #21 2001 – 2.0% to 2.5% (i.e., CPI to a maximum of 2.5% or a minimum of 2.0%)	Pay Period #20 2001 – 1.8% (estimated budget shortfall - $1.5 million)
Pay Period #21 2002 – 2.0% to 2.5% (i.e., CPI to a maximum of 2.5% or a minimum of 2.0%)	Pay Period #20 – 1.9% (estimated budget shortfall - $2.7 million)

* Source: Corporate Finance - The estimated budget shortfall includes the difference between estimated CPI in 1999 of 1.6% and actual of 1.827%, increases to forecast CPI for the period 2000 - 2002, and assumes the maximum CPI is payable over the term of the proposed Agreement. The analysis is based on the 2000 Council adopted budget and the 2001-2002 budgets that have been approved in principle. This analysis excludes the full year impact of 2003.

Report of the Executive Policy Committee dated May 10, 2000 adjourned to May 11, 2000

3. Benefit Adjustments and Related Annual Costs

a) A.9 - Licences - provide for payment of eye examinations
b) A.23 - Sick Pay Regulations - change relating to illness of family members **
c) A.29 – Labour Management Committee (Protective Clothing, Tool Allowance, et cetera) - increase boot allowance from $75 to $85 per year
d) A.40 – Tool Allowance – increase all allowances by 10%

The preceding benefit improvements increase annual costs by approximately $38,000.

** The City may experience an increase in the annual cost of absenteeism of as much as $650,000 in terms of lost productivity and replacement costs in the event employee absenteeism increases significantly due to this change. However, this is considered to be a worst-case scenario and any associated costs would be assumed within existing budgets.

4. Employment Security

a) Permanent employees shall not be laid off provided they accept any reasonable offer of alternative employment made by the City.
b) Full-time seasonal and temporary employees with five or more years of seniority as at December 25, 1999 are offered employment security comparable to permanent employees, provided they have been in the same position for at least five years without layoff. This provision applies to 83 named CUPE members.
c) Guaranteed hours for seasonal employees have been reduced by approximately 60% from 1.1 million hours in 1999 to 450 thousand hours in 2002. Guaranteed hours are now pooled rather than based on individual guarantees. Seasonal employees with seniority dates of January 1, 1991 (previously January 1, 1994) or earlier will be assigned work on the basis of their Department seniority.

5. Employee Classifications and Salary Schedule

a) Student Meter Reader - $12.00 per hour

6. Other

a) A.6 – Classification of Employees – Appeal Board disputes may be referred to arbitration rather than final and binding resolution by the CAO. Resolution of a number of classification disputes has been agreed to involving wage increases for a number of employees. The associated annual cost of approximately $87,000 will be absorbed within current Department budgets. An outstanding retroactive payment of $121,000 will be covered from a prior commitment fund set aside from 1999.

b) A.36 – Maternity Benefits – The City will extend supplementary maternity benefits to non-permanent employees to ensure statutory compliance with Human Rights. The cost of compliance has not been allocated to the CUPE contract insofar as this does not constitute a negotiated benefit improvement.

c) Letter Of Understanding Re: Education, Training and Staff Development – the City has agreed to create a $3 million Human Resource Development Fund to address organizational restructuring, Clerical 2000 and employee development needs related to CUPE members.

d) Letter Of Understanding Re: Classification Review – the City and Union agree to consult with respect to development of a new classification system for CUPE rated employees during the term of the agreement.

e) Letter Of Understanding Re: Change Initiatives – Provides for broad consultation with CUPE, Local 500 regarding change initiatives and agrees that there will be no additional contracting out without full and due process as already required by the Agreement as outlined on Schedule “A”.

Report of the Executive Policy Committee dated May 10, 2000 adjourned to May 11, 2000

f) Letter Of Understanding Re: Pro Rata Dental and Vision Plan Benefits for Part-time Employees – The City will review its implementation of these plans. It is expected that the budget impact will be minimal insofar as part-time employees currently receive 50% benefit entitlement and proposed revisions would base entitlement on the actual number of hours worked, therefore some employees would receive less than their current benefit while others would receive more.

The Executive Policy Committee recommends:

I. That Council ratify the Agreement-in-Principle agreed to by the negotiating committees of the City and the Canadian Union of Public Employees, Local 500 at mediation.

II. That in adopting this recommendation it is understood that nothing in the Letter of Understanding: "Change Initiatives" attached to the Collective Agreement prohibits Winnipeg City Council in any way during the term of this agreement from exercising its authority to create SOA's, effect internal change, and/or contract out any work or service where Council may deem such action to be in the public interest.

III. That City Council grant the City's negotiating committee the authority to conclude a Memorandum of Settlement and Collective Agreement with the Canadian Union of Public Employees, Local 500.

IV. That the Proper Officers of the City be authorized to do all things necessary to effect the intent of the foregoing.

Moved by His Worship Mayor Murray,
Adoption of the clause.

The Speaker called for the yeas and nays, which were as follows:-

Yea: Councillors Lazarenko, Angus, Clement, De Smedt, Gerbasi, Lubosch, Smith, Steek, Deputy Mayor Thomas, Timm-Rudolph, Vandal, Eadie, His Worship Mayor Murray and Councillor O'Shaughnessy. 14

Nay: Councillor Golden. 1

and the motion for the adoption of the clause was declared carried.

(See Minute No. 571 for attachment)

REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED MAY 4, 2000

On motion of His Worship Mayor Murray, the Report of the Executive Policy Committee dated May 4, 2000, was considered.

Plan Winnipeg . . . 2020 Vision
File EP-1.1(PW) (Vol. 14)

569 - 1. The Executive Policy Committee has been advised that under clause 577(1)(b) of The City of Winnipeg Act, Council is required to "review and, by by-law, readopt or replace Plan Winnipeg at least once within five years after each readoption or replacement of Plan Winnipeg, subject to such extension of time as the minister allows."

On January 28, 1999, Council appointed a five member committee comprising Councillor Jenny Gerbasi, Councillor Jae Eadie, Councillor Mark Lubosch, Councillor John Prystanski, and Councillor Dan Vandal as chair, to undertake the review of Plan Winnipeg with the following terms of reference:

1. To guide the Plan Winnipeg Review process from this point onward and to determine what additional Plan Winnipeg Review efforts are required;
2. To serve as primary spokespeople for the Plan Winnipeg Review process;
3. To provide highly visible leadership to the Winnipeg community regarding the critical importance of Plan Winnipeg and City Council's strong commitment to it;
4. To explore the relationships between Plan Winnipeg and the Capital Region Review process, and the need to ensure congruency within the respective outcomes of each process;
5. To report Plan Winnipeg Review progress to Executive Policy Committee and/or to City Council as requested by Executive Policy Committee; and
6. To report Plan Winnipeg Review progress to the Provincial Government, including delivery of a final draft for acceptance by the Province.

Time extensions have been granted by the minister allowing for completion of the review by the end of June, 2000.

The original version of Plan Winnipeg was tabled before Council in 1981 following approximately three years of intensive research and study. That Plan was not formally passed as By-law No. 2960/81 until 1986, although it became interim policy over most of that time. Plan Winnipeg replaced the Metropolitan Development Plan of 1968.

Plan Winnipeg ...toward 2010 (still called Plan Winnipeg for short) is the City's current long range policy plan, having been adopted as By-law No. 5195/92 of the City of Winnipeg on June 23, 1993 to replace the original Plan Winnipeg of 1986. According to The City of Winnipeg Act, Plan Winnipeg ...toward 2010 should have been readopted or replaced by June 23, 1998.

On January 13, 1998, a letter was received from the Minister of Urban Affairs, Honourable Jack F. Reimer, granting a one-year extension of time, until June 23, 1999, for the readoption or replacement of Plan Winnipeg. This was in consideration of the civic election to be held in October of 1998.

On May 31, 1999, a letter was received from the Minister of Urban Affairs, Honourable Jack F. Reimer, granting an additional six month extension of time, to December 31, 1999, to complete the review. This was in consideration of the breadth of the review contemplated by the Review Committee.

On December 3, 1999, a letter was received from the Minister of Urban Affairs, Honourable Jean Friesen, granting a further six month extension of time, to the end of June, 2000, to complete the review. This was in consideration of the additional time required by the consultant to complete a major commercial policy review.

1. Scope of the Review

Report of the Executive Policy Committee dated May 4, 2000

The Plan Winnipeg Review Committee established three goals for the review:

- To ensure the relevance of the Plan by updating the policies contained within it as necessary. This has been accomplished by reviewing all existing policies in the current plan, by integrating into the new Plan policy recommendations recently adopted by Council, by evaluating the merits of policy proposals that have been brought to Council in recent years, and by undertaking primary research related to demographics and retail development.

- To ensure the ability to evaluate the Plan by building into it a system of performance measurement. This has been accomplished through the introduction of quality of life indicators at the beginning of each chapter. These will provide one means of evaluating the effectiveness of the Plan over time. There is also a commitment to report on accomplishments on an annual basis.

- To strengthen accountability to the Plan by ensuring its connection to major decision-making processes. This has been done by linking the policies of the Plan to the work that has taken place on service-based budgeting. Each service provided by the City has been linked to its relevant policy statements in the Plan and this information will allow for more informed planning and budgeting in the future.

2. Review Process

Preliminary public consultation, led by the administration, began in the fall of 1998 and resulted in a mailing list of over 400 individuals and groups that were contacted for input several times throughout the review process. As well, an administrative advisory committee was formed at that time to garner departmental input into the process.

The preliminary public consultation was carried out to clarify the vision statement in Plan Winnipeg ...toward 2010 which focuses on the notion of quality of life. This provided the basis for quality of life indicators which were introduced into the Plan by the Review Committee in order to be able to monitor its effectiveness over time. It also resulted in a restructuring of the five chapters of the Plan into five new chapters that more closely reflect the components of quality of life expressed by the community. These are:

- The Downtown and Neighbourhoods
- Government and the Economy
- Planned Development, Transportation, and Infrastructure
- Public Safety, Health, and Education
- Environment, Image, and Amenities

The Review Committee transposed the policy statements from the current plan into this new framework and then conducted a comprehensive review of those policies. Included in this process was a review of a number of reports received by Council over recent years that had long term policy implications (eg. The Strategic Infrastructure Reinvestment Policy Report and Recommendations, the Report of the City of Winnipeg Cultural Policy Review, etc.). Following this policy review, a draft plan with updated policies was presented in August, 1999, to begin the process of public and internal discussion.

Simultaneously, consultants were hired to undertake two in-depth studies: one to review the retail policies in the Plan based on an analysis of national and local retail information and trends, and the other to review demographic and economic trends in Winnipeg including the preparation of population projections.

In September, 1999, a Council Seminar was held on the draft plan. This was followed by an informal Public Hearing in October where 25 public presentations were made. Comments were also invited from those individuals and groups on the mailing list. Based on this input and on the findings of the consultant studies which were completed in January and February 2000, the Review Committee undertook another major rewriting of the Plan. That draft was circulated to departments for input in March, 2000, and two Council Seminars were held in April. The resulting draft is now being tabled for consideration by the Executive Policy Committee.

3. Summary of Changes

A copy of Plan Winnipeg ...2020 vision (draft By-law No. 7630/2000) comprising text and four accompanying Policy Plates is on file in the office of the City Clerk. Some of the key points contained in this Plan and the more significant changes from the current plan can be summarized as follows.

Report of the Executive Policy Committee dated May 4, 2000

The Document
- The length of the Plan has been reduced from 130 pages to approximately 60 pages.
- The number of policies have been condensed from 303 to 102.

Vision
- The vision statement has been explained in more detail, providing a definition of quality of life as determined through public consultation.

Demographics
- The outlook for Winnipeg is presented from a broader perspective than in the past, one which includes economic as well as demographic considerations.
- The outlook identifies potential population growth through in-migration, the result of a well-performing economy and low unemployment rate.

Principles
- Guiding principles have been expanded to include the concept of compact urban form (in support of sustainability) and the need to do benefit/cost analysis for development proposals.

Municipal Role
- Discussion about the various roles of civic government in meeting the policy direction of the plan has been added.

Indicators
- Each chapter begins with a few key indicators that will be measured over time to provide insight into the effectiveness of the policies.

Downtown
- A “downtown first” philosophy is introduced including the need to consider the effect on the downtown when reviewing development proposals.
- The direction provided by CentrePlan and the role of CentreVenture have been added including strong support for increased residential population.

Neighbourhoods
- There is continued support for neighbourhood revitalization with an emphasis on housing, including the use of tax increment financing and tax credit programs.

Government
- There is a renewed commitment to citizen engagement in decision-making.
- Included is a commitment to sustainable practices and to the Kyoto Protocol through the promotion of compact urban form and energy efficiency including a reduced dependency on auto use.
- There is a commitment to look at core services and to explore alternative service delivery.

Economic Development
- The focus is primarily on local economic development and export enhancement.
- There is a continued commitment to supporting local businesses, encouraging them to grow.
- The concept of considering the provision of fibre optic infrastructure to promote a “smart” city has been introduced.
- There is support for the creation of a capable and flexible workforce by promoting life-long learning.

Planned Development
- A strong commitment to compact urban form and mixed land use has been added.
- With respect to the Capital Region, the door is open to the possibility of a regional association of municipalities while recognizing Winnipeg’s central role.
- The concept of benefit/cost analysis in the evaluation of new developments has been introduced.
- A new policy recognizes that large institutions such as universities and hospitals are unique and can support a large variety of uses.
- Grant Park Shopping Centre is no longer recognized as a regional retail centre but the McGillivray/Kenaston intersection has been added as a new one.
- Regional commercial centres are now identified in their “general areas” and not site specific in recognition of the changing dynamics of retail development and to allow room for interpretation.

Report of the Executive Policy Committee dated May 4, 2000

- The Policy Plate on Land Use (Plate A) has been changed to convert: a portion of North St. Boniface from Neighbourhood to Major Open Space, the area west of the perimeter and south of Highway 1 from Rural to Neighbourhood, the Bishop Grandin/Waverley intersection to Industrial from Neighbourhood, and a portion of the West Kildonan Industrial from Rural to Neighbourhood.

Transportation and Infrastructure
- There is a commitment to accommodating bicycles and pedestrians through bike lanes and pathways.
- Maintenance of existing infrastructure continues to be the highest priority for investment.
- The Plan recognizes that transit use is more consistent with the concept of sustainability and ought to be considered as such when investing in new infrastructure.
- There is a commitment to evaluating the merits of investment in new infrastructure through cost/benefit analysis.
- The Policy Plates for Transit and Streets from the previous plan have been combined as a Transportation Plate (Plate B) and shows 20-year commitments for major new infrastructure.
- An additional Transportation Plate (Plate C) has been added to show the general transportation concept plan beyond the year 2020.

Public Safety
- There is a renewed commitment to ongoing community policing efforts including working closely with communities.
- The Plan looks more broadly at safety in order to integrate safety-related activities in all civic functions.
- The Plan commits to securing civic-owned vacated lands and buildings.

Public Health
- There is support for the concept of smoke-free indoor public places.

Education
- The library's expanding role in providing electronic access to information is recognized.

Environment
- The Plan commits to providing safe pest and weed control.
- A new Policy Plate (Plate D) has been added to identify a sensitive lands inventory in order to encourage the protection and preservation of these lands.

Implementation
- The Plan commits to integrating Plan Winnipeg policies into major decision-making processes.
- There is a commitment to performance measurement and reporting regularly on progress and achievements against the policies in the Plan.
- There is a commitment to reviewing the Plan with each new term of Council.

The Executive Policy Committee recommends:

I. That the work of the Plan Winnipeg Review Committee be endorsed and that "Plan Winnipeg….2020 vision" be formally received by Council and By-law No. 7630/2000 receive first reading.

II. That the Executive Policy Committee be directed to hold public hearing(s) on Plan Winnipeg in accordance with the provisions set out in The City of Winnipeg Act and in accordance with the timeline for adoption of Plan Winnipeg By-law No. 7630/2000 as outlined on Schedule "A".

III. That the Proper Officers of the City be authorized to do all things necessary to effect the intent of the foregoing.

Moved by Councillor Vandal,
Adoption of the clause.

The Speaker called the Deputy Speaker, Councillor Lazarenko, to the Chair in order to participate in the debate.

Report of the Executive Policy Committee dated May 4, 2000

The motion for the adoption of the clause was put.

Councillor Timm-Rudolph called for the yeas and nays, which were as follows:-

Yea: The Speaker Councillor O'Shaughnessy, Councillors Angus, De Smedt, Gerbasi, Golden, Lubosch, Smith, Deputy Mayor Thomas, Vandal, Eadie, His Worship Mayor Murray and Councillor Lazarenko. 12

Nay: Councillor Timm-Rudolph. 1

and the motion for the adoption of the clause was declared carried.

EXECUTIVE POLICY COMMITTEE

CONSIDERATION OF BY-LAWS

570 - On motion of His Worship Mayor Murray, By-law No. 7630/2000, a by-law of the City of Winnipeg setting out long-term plans, policies and proposals of the City respecting land use, development, transportation and measures to improve the physical, social, economic and environmental conditions in the City, was read a first time. File EP-1.1(PW) (Vol. 14)

His Worship Mayor Murray moved that this constitute the first reading of By-law No. 7630/2000, which motion was carried.

Councillor Timm-Rudolph asked to be recorded as having voted against the first reading of By-law No. 7630/2000, in accordance with Rule 50.7 of the Procedure By-law.