REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED JULY 7, 1999

On motion of His Worship Mayor Murray, the Report of the Executive Policy Committee, dated July 7, 1999, was considered.

Negotiations Between The City Of Winnipeg And The Emergency Response Service Employees' Association Of Winnipeg (ERSEAW)
File GU-4.7.1 (Vol. 1)

687 - 1. Employees represented by ERSEAW have been without a collective agreement since February 17, 1996. The City and ERSEAW have been in negotiations since notice to bargain was given July 29, 1998. ERSEAW filed for conciliation on April 13, 1999 and that process was exhausted May 25, 1999. The City and ERSEAW made a joint request of the Minister of Labour to appoint a mediator in the dispute and Mr. Paul Tesky was appointed May 27, 1999. Mediation has been unsuccessful to date and Mr. Tesky filed his report with the Minister of Labour June 29, 1999.

The Association (ERSEAW) has, informally, advised that it will be taking the City's response to the Mediator's report to its members on July 7, 1999 and that it may be taking some form of job action at that time.

The significant terms of settlement recommended by the Mediator are as follows:

Term of Agreement - February 1996 through February 2001 (5 years)

Wages - Cumulative base wage increases of 10.43 percent commencing February 1998 through February 2001 – addition of a higher step to the Paramedic II salary (3 percent) that is payable to employees in that classification with 60 or more months of service.

Benefits - Sick leave cash out comparable to the fire fighters as and when that may be determined, including standardization of the formula for accumulation and pay out of unused sick leave credits – at that time, the long service benefit would be deleted.

The City and the Association have agreed, in principle, to modifying the Mediator's Report provided that any additional costs incurred by the City are fully offset by cost savings achieved in other areas.

At the end of the five year term, the fully annualized cost of all changes is approximately $800,000. Over the five-year term of the proposed collective agreement average annual costs will increase by approximately $280,000 and the total cumulative budget impact is estimated to be $1.4 million.

The Executive Policy Committee recommends:

I. That City Council adopt the recommendations of the Mediator's report submitted to the Minister of Labour on June 29, 1999 pursuant to Section 104 of The Labour Relations Act conditional upon acceptance of those terms of settlement by the ERSEAW, as modified by the City and the Association regarding additional costs and cost savings.

II. That the City's negotiating committee be authorized to conclude a Memorandum of Settlement and Collective Agreement with the ERSEAW, consistent with the Mediator's recommendations and within the implied financial parameters.

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

Report of the Executive Policy Committee dated July 7, 1999

The Speaker moved that the question be now put.

The motion was put.

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

Yea: Councillors Clement, Lazarenko, Smith, Deputy Mayor Thomas, Timm-Rudolph and O'Shaughnessy. 6

Nay: Councillors Gerbasi, Golden, Lubosch, Steek, Vandal and His Worship Mayor Murray. 6

and the motion that the question be put was declared lost, in accordance with Rule 58 of the Procedure By-law.

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