REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED JUNE 10, 1998

On motion of Her Worship Mayor Thompson, the Report of the Executive Policy Committee, dated June 10, 1998, was considered clause by clause.

Winnipeg Police Association - Implementation of the Winnipeg Police Service Organizational Review and the Arbitration Award
File GU-4.3.9 (Vol. 8)

709 - 1. The Executive Policy Committee has been advised that the Winnipeg Police Association (WPA) grieved the issue of one officer cars to an arbitration board chaired by Mr. Dewar. The basis for the grievance was an agreement between the then Chief of Police and the WPA based on the Council approval of the 1993 Organization Review Report. In that agreement the Chief had agreed to a number of matters including: deletion of the use of one officer cruiser cars, the establishment of a minimum number of report cars, and the establishment of a minimum number of two officer cruiser cars.

The terms of this settlement include the discontinuance of the Winnipeg Police Association's Notice of Motion for contempt against the City and the Chief of Police as well as the City's Notice of Application seeking to quash the Dewar award. In the circumstances, removing the uncertainties associated with litigation of the matters in dispute better serves the interests of the City.

The proposed Letter of Understanding addresses the problems created by the Dewar award, resolves all issues remaining from the 1993 reorganization, and provides the Winnipeg Police Service with greater operational flexibility with respect to the dispatch of resources.

The terms of settlement include a reduction in the rate of progression from Fourth Class to Third Class Constable from two (2) to one (1) year. This will ensure that the Winnipeg Police Service remains competitive with major Western cities in attracting and retaining qualified police recruits. The estimated annual cost of this change commencing in 1999 is approximately $115,000 or 0.16% of the 1997 payroll.

The City and the WPA have also agreed to renew the practice of holding monthly consultation meetings with the Chief of Police in attendance, to address operational issues of mutual concern. There are grounds for believing that a more effective working relationship may result by adopting this approach rather than relying on litigation.

The Executive Policy Committee recommends:

I. That Council ratify the Letter of Understanding No. 14, as outlined on Appendix "A", thereby amending the current Collective Agreement between the City of Winnipeg and the Winnipeg Police Association.

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

Moved by Councillor Silva,
Adoption of the clause.

Moved by Deputy Mayor Eadie,
That Rule 6.1 of the Procedure By-law be suspended to allow Council to sit beyond the hour of 12:00 o'clock noon to conclude its consideration of the Report of the Executive Policy Committee dated June 10, 1998.

Carried.

The motion for the adoption of the clause was put.

Report of the Executive Policy Committee dated June 10, 1998

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

Yea: Councillors Prystanski, Angus, Golden, Lazarenko, Lubosch, O'Shaughnessy, Phillips, Silva, Steek, Thomas, Timm-Rudolph, Vandal, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Clement. 15

Nay: 0

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

(See Minute No. 711 for attachment)

1996 Negotiations between the City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of IAFF
File GU-4.2 (Vol. 13)

710 - 2. On December 23, 1995, the Collective Agreement between the City of Winnipeg and the United Fire Fighters of Winnipeg (UFFW), Local 867 of IAFF, expired. Negotiations commenced in 1996 but reached an impasse in the fall of 1997. The subsequent conciliation efforts provided by the Ministry of Labour were unsuccessful in resolving those issues outstanding. Since that time most differences were resolved with the exception of the sick leave cash-out issue. Immediately prior to arbitration, all remaining matters in dispute were resolved per the terms of the Memorandum of Settlement as of May 25, 1998.

The terms of the Memorandum of Settlement include general wage adjustments and increases to rank differentials comparable to the recent Winnipeg Police Association (WPA) Collective Agreement, as well as concessions by the UFFW with respect to an increase in the progression rate to the rank of Fire Fighter and deletion of Long Service Pay.

Notwithstanding acceptance of changes to the sick leave cash-out provision by CUPE and the WPA, the UFFW has made it very clear that they would go to arbitration over the issue. The union's main concern relates to the creation of a two-tier benefit for current and new fire fighters. In response to this concern, Don Smith of Western Compensation & Benefits was retained to develop an option that would allow the City to reduce its long-term costs and eliminate the unfunded liability associated with sick leave cash-out, while providing a comparable net, *after tax*, benefit to fire fighters. The proposed option would involve elimination of the current benefit and the creation of a "retirement supplement".

While Mr. Smith is unable at this time to provide the final analysis, he has provided sufficient information for the Executive Policy Committee and Council to determine whether the option would satisfy the City's objectives. In general, this option will result in lower costs (as a percentage of payroll) over the next twenty years compared with adoption of the CUPE/WPA model. Mr. Smith estimates savings of $250,000 - $500.000 over the next five years compared with savings of $72,000 over that period with the CUPE/WPA model. Thereafter, the costs associated with this option increase relative to the CUPE/WPA model. After thirty-five years this option will cost 1% of payroll compared with 0.53% for the CUPE/WPA model. However, it must be remembered that the costs of the existing sick leave cash-out are significantly higher for fire fighters, and this still represents a long-term reduction from 1.88% to 1% of payroll. The estimated short-term cost savings have *not* been included in the budget impact analysis at this time.

The terms of settlement, as outlined on the attached Executive Summary (Appendix "A"), are comparable with those agreed to by the City of Winnipeg and the Winnipeg Police Association with respect to wage increases and cost savings realized by the City. The proposed resolution of the sick leave cash-out for fire fighters offers the potential for net cost savings greater than those realized per the settlement with the WPA.

The Executive Policy Committee recommends:

I. That Council ratify the Memorandum of Settlement between the City of Winnipeg and the United Fire Fighters of Winnipeg, Local 867 of IAFF as of May 25, 1998.

Report of the Executive Policy Committee dated June 10, 1998

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

Moved by Councillor Silva,
Adoption of the clause.

The motion was put.

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

Yea: Councillors Prystanski, Angus, Golden, Lazarenko, Lubosch, O'Shaughnessy, Phillips, Silva, Steek, Thomas, Timm-Rudolph, Vandal, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Clement. 15

Nay: 0

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

(See Minute No. 712 for attachment)