REPORT OF THE

COMMITTEE ON FINANCE AND ADMINISTRATION

DATED FEBRUARY 1, 1995

On motion of Councillor Clement, the Report of the Committee on Finance and Administration dated February 1, 1995, was considered.

456 - 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.

Her Worship the Mayor and Councillors:

1995 - 1999 Collective Agreement between The City of Winnipeg and the Canadian Union of Public Employees, Local 500
File GU-4.1 (Vol. 18)

457 - 1. On January 30, 1995, The City of Winnipeg and the Canadian Union of Public Employees, Local 500, executed a Memorandum of Agreement which, if approved by their respective principals, will form the terms of settlement for a revised Collective Agreement.

The proposal for settlement, as outlined in Exhibit "A", details the agreed upon amendments to the collective agreement arrived at between the parties as a result of bargaining that occurred during the period December 19, 1994 to January 24, 1995. The proposal was approved by The Board of Commissioners on January 26, 1995. An executive summary and synopsis of costing, as outlined in Exhibit "B" details the overall impact of the proposed settlement for the five year period.

The Committee on Finance and Administration recommends:

I. That the terms outlined in the Memorandum of Agreement signed January 30, 1995, as outlined in Exhibit "A" be approved and the Proper Officers of the City be authorized to execute a revised Collective Agreement for the term December 15, 1994 to December 18, 1999, and to do all things necessary to implement same, including:

A) The establishment of a reserve to fund the newly created retirement plan, and

B) The further implementation of New Directions including all aspects of the CUPE Retirement Incentive Program, restructuring as required and the necessary movement of staff to accomplish same.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing, including the execution of any documents related thereto.

Moved by Councillor Clement,
Adoption of the clause.

Moved by Councillor O'Shaughnessy,
That the question be now put.

The motion for the question was put.

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

Yea: Councillors Boychuk, Hyman, Lazarenko, O'Shaughnessy and Thomas. 5

Nay: Councillors Reese, Clement, Duguid, Eadie, Golden, Murray, Fraser, Her Worship Mayor Thompson and Councillor Angus. 9

Report of the Committee on Finance and Administration dated February 1, 1995

and the motion that the question be put was declared lost.

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

Moved by Councillor Duguid,
THAT Rule 6.1 of the Procedure By-law be suspended to allow Council to continue to deliberate Clause 1 of the Report of the Committee on Finance and Administration dated February 1, 1995, past the hour of 6:00 p.m.

The motion to suspend the rule was put.

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

Yea: Councillors Reese, Boychuk, Clement, Duguid, Hyman, Murray, Silva, Thomas, Angus and Lazarenko. 10

Nay: Councillors Golden, O'Shaughnessy, Fraser and Her Worship Mayor Thompson. 4

and the motion to suspend the rule was declared carried.

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

The motion for the adoption of the clause was put.

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

Yea: Councillors Boychuk, Clement, Duguid, Eadie, Hyman, Lazarenko, Murray, Silva, Thomas, Angus and Reese. 11

Nay: Councillors Golden, O'Shaughnessy, Fraser and Her Worship Mayor Thompson. 4

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

(See Minute No. 458 for attachments)

458 - Exhibit "A" referred to in Clause 1 of the Report of the Committee on Finance and Administration dated February 1, 1995

The City entered negotiations with proposals focussed in three main areas. They were:

ECONOMIC ISSUES

SALARY EXPENDITURES AND BENEFIT COSTS

OPERATIONAL FLEXIBILITY ITEMS

GENERAL COLLECTIVE AGREEMENT ADMINISTRATION

ECONOMIC ISSUES

WAGES	1995 - no wage increase 1996 - 1% increase on PP# 21 (end of Sept) 1997 - CPI increase on PP #21 (end of Sept) 1998 -CPI up to a maximum of 3%. If CPI is less than 3%, then that amount will be implemented. If CPI exceeds 3%, the wage increase will be 3% plus half of the increase in CPI above 3%. Effective PP#21 (end of Sept) 1999 -CPI up to a maximum of 3%. If CPI is less than 3%, then that amount will be implemented. If CPI exceeds 3%, the wage increase will be 3% plus half of the increase in CPI above 3%. Effective PP#21 (end of Sept)
SICK LEAVE CASHOUT	A process for the phasing out of sick leave cashout has been agreed -For employees who retire before 2005, there will be no change in their sick leave cash out -For all other employees currently on staff, there is a blending of sick leave cash out and a severance plan. They receive the 25% portion of sick leave cash out, and severance of 1 day per year of service for the first 15 years, and 2 days per year of service for all subsequent years -For all new employees, they receive only the severance formula of day per year of service for the first 15 years, and 2 days per year of service for all subsequent years.
RATES OF PAY	For 107 classifications (26% of the current classifications) a new entry rate at 5% below the current rate has been added. For the Labourer rate, an entry rate at almost 12% below the current rate has been added

JOINT JOB EVALUATION	A process for the joint evaluation of all classifications, and for agreeing to a new comprehensive salary system has been agreed.
DRIVER'S LICENCES	The City will no longer provide employees with payment for drivers licences.
LONG SERVICE PAY	This benefit will be reduced in stages. By the end of the Collective Agreement you must have worked at least 10 years to receive this benefit, as opposed to the current 5 years of service required. In addition, the benefit level has been reduced.
VOLUNTARY RETIREMENT	A program will be implemented for employees eligible to retire by the end of 1997, and who do in fact retire by the end of 1997, with an incentive of 1 week's pay per year of service up to a maximum of 25 week's pay.
SALARY PROTECTION	The City will provide salary protection to permanent and long term temporary employees who are redeployed to lower paying positions.
FAMILY ILLNESS	Employees will be entitled to use three days of sick leave credits (up from the current two days) for the purpose of caring for their ill family. The provision is expanded to include parents and common law children.
WORKERS COMPENSATION	The provision has been revised to provide for an integration of benefits.
MPIC INJURY PLAN	A provision has been added to prevent the pyramiding of MPIC benefits and Sick Leave benefits.

OPERATIONAL FLEXIBILITY ITEMS

DURATION	The 5 year agreement provides the City with long term labour peace and eliminates the threat of a work disruption during the 1999 Pan Am Games.
PROMOTION	For some classifications, lines of progression have been opened up. In addition, there is agreement to review the merging of some clerical seniority lists.
PAYDAYS	All new employees will be paid by Direct Deposit. In addition the Union will cooperate with a joint marketing plan to encourage current employees to sign up for direct deposit.
CONTRACTING OUT	The City now has the right to contract out work, subject to providing the Union with notice, and sharing a business plan with them.
REDEPLOYMENT	A process has been agreed for the redeployment of employees
EMPLOYMENT SECURITY	No permanent employees will be laid off during the term of the Agreement. The parties have also agreed to a process for placing employees that must be redeployed. This provision will expire the date the Agreement expires and will not carry on while the next Agreement is being negotiated.
SEASONAL GUARANTEES	The guarantees will continue for employees with a seniority date of January 1, 1991 or earlier. Effective 1997, employees with a seniority date of January 1, 1994 or earlier will have their hours guaranteed. This provision will expire with the end of the Agreement. In addition, the parties have agreed to be flexible in accommodating these guarantees.
NEW DIRECTIONS	The Union will be a participant in the New Directions process.

CONTINUOUS IMPROVEMENT	We have an agreement to include the Union as a participant in Continuous Improvement.
EDUCATION AND STAFF DEVELOPMENT	We have a commitment to educate our employees and a joint process for identifying educational and staff developmental needs.
FLEXIBLE HOURS	A joint committee will be formed to review options for flexible workplace hours.
REVIEW OF JOB DESCRIPTIONS	A process has been agreed to review and update all job descriptions

GENERAL COLLECTIVE AGREEMENT ADMINISTRATION

- No harassment provisions revised
- Time limits agreed for the appeal board process
- Provisions for placement upon the return of Maternity/Parental Leave have been agreed
- Overtime issues have been clarified
- A provision has been added for the observance of Religious Holidays
- 25 positions have been added to the Rehab Employment List

Exhibit "B" referred to in Clause 1 of the Report of the Committee on Finance and Administration dated February 1, 1995

THE CITY OF WINNIPEG AND
CUPE LOCAL 500

CONTRACT COSTING SUMMARY
1995 - 1999

		IN $	AS A % OF PAYROLL	END RATE
YEAR #1: 1995				
Introduce new lower entry rates for 169 classifications	**WAGES**			
	BENEFITS			
Eliminate sick pay cashout (1)				
Introduce a severence plan				
Seasonal guaranteed hours of work				
Introduce a voluntary retirement plan				
Increase Family illness to 3 days from 2				
WCB: deduct for CPP payments				
Joint educational/development committee				
Coordinate PIPP benefits				
Part-time employees paid 2x on holidays				
Provide current MDA fee guide				
Cap accumulation of Long Service Pay				
Eliminate payment of Drivers License				
	Annual Total with Cashout:	($1,360,390)	-0.85%	-0.85%
	Annual Total excluding Cashouts:	($225,143)	-0.15%	-0.15%
YEAR #2: 1996	**WAGES**			
Increased savings achieved as the result of entry rate adjustments				
Effective P.P. 21, 1996 a general increase of 1%				
	BENEFITS			
Increased savings from Voluntary retirement				
Increased savings from LSP cap				
	Annual Total:	($685,130)	-0.42%	0.35%

YEAR #3: 1997 **WAGES**

Increased savings achieved as the result of entry rate adjustments
Effective P.P. 21, provide a general increase equal to CPI (2)

BENEFITS

Increased savings from Voluntary retirement
Increased savings from LSP cap

Annual Total:	($102,896)	-0.06%	1.88%

YEAR #4: 1998 **WAGES**

Increased savings achieved as the result of entry rate adjustments
Effective P.P. 21, provide a general increase equal to CPI (2)

BENEFITS

Increased savings from LSP cap

Annual Total:	$860,208	0.50%	2.44%

YEAR #5: 1999 **WAGES**

Increased savings achieved as the result of entry rate adjustments
Effective P.P. 21, provide a general increase equal to CPI (2)

BENEFITS

Increased savings from LSP cap

Annual Total:	$882,272	0.50%	2.44%

NOTE: 1. Sick Pay Cashout — There is a actual reduction of dollars eventually payable. The current value of this is $1,135,247 in year #1.

1. CPI INCREASES — These are assumed at 2.5%

D. Johnston
Jan. 29/95

January 31, 1995