Report of the Executive Policy Committee, dated March 17, 1993

Council here proceeded to consider Report "B" of the Executive Policy Committee, dated March 17, 1993.

On motion of Mayor Thompson, the rule was suspended and the Report "B" of the Executive Policy Committee, dated March 17, 1993, was considered clause by clause.

Her Worship The Mayor and Councillors:

Agreement Between The City of Winnipeg and Local 500 Canadian Union of Public Employees File GU-4.1 (Volume 17)

396 - 1. Your Executive Policy has considered the attached agreement between the City of Winnipeg and Local 500 Canadian Union of Public Employees. The agreement provides for a 4% wage roll back in exchange for work security.

Your Executive Policy Committee recommends:

1. That the attached proposed agreement between The City of Winnipeg and Local 500, Canadian Union of Public Employees be approved, subject to ratification by the membership of Local 500.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the above recommendation.

3. That the Proper Officers of the City be authorized to negotiate and execute a comparable agreement with other employee groups of The City of Winnipeg subject to Executive Policy Committee approval.

Moved by Mayor Thompson,
Adoption of the clause.

Pursuant to The Municipal Council Conflict of Interest Act, Councillor Prystanski advised Council that he would refrain from entering the discussion and from voting on the above clause, due to his employment association with C.U.P.E., and left the Chamber.

The Speaker called the Deputy Speaker, Councillor Reese, to the Chair in order to participate in the debate and after speaking resumed the Chair.

Moved by Councillor Angus,
That the clause be referred back to the Executive Policy Committee.

The motion to refer was put.

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

Yea: Councillors Fraser, Golden, Clement and Angus. 4

Nay: Councillors Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, O'Shaughnessy, Thomas, Her Worship Mayor Thompson and Reese. 10

and the motion to refer was declared lost.

Pursuant to Rule 6.2 of the Procedure By-law, Council stood adjourned at 6:03 p.m., to reconvene at 9:30 a.m. on Wednesday, March 24, 1993.

Council proceeded to continue to consider Clause 1 of the Report "B" of Executive Policy Committee, dated March 17, 1993.

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 above clause, due to his employment association with C.U.P.E., and left the Chamber.

The Speaker 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.

Report of the Executive Policy Committee, dated March 17, 1993

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

Yea: Councillors Boychuk, Duguid, Eadie, Golden, Hyman, Lazarenko, Murray, O'Shaughnessy, Silva, Thomas, Clement, Her Worship Mayor Thompson and Reese. 13

Nay: Councillors Fraser and Angus. 2

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

(Note: See Minute No. 404 for attachments.)

Councillor Prystanski here returned to the Chamber.

The Speaker resumed the Chair.

Transfer of Funds from the Future Tax Levies Reserve to the General Revenue Fund - 1993
Files FE(1993) & AB-2

397 - 2. Your Executive Policy Committee has considered a report from the Committee on Finance and Administration with respect to assessment appeals and balance sheet restructuring.

The report advises that Council on May 16, 1973, authorized the establishment of a Future Tax Levies Reserve Fund to counteract the budgetary effect of fluctuations during the year resulting from additions and deletions to the assessment roll. The reserve is also a source for the refund of taxes, both Municipal and School, awarded by the Board of Revision and Municipal Board.

The following adjustments to the 1993 operating budget are required in order to provide for assessment appeals. These changes do not impact the 1993 budget.

Report of the Executive Policy Committee, dated March 17, 1993

Revenue

01-447103-000270

Contribution from Future Tax Levies Reserve	+$4,500,000

Assessment appeals in 1993 will no longer be charged to the Future Tax Levies Reserve (FTLR) but rather to the Accrued Assessment Appeals liability account. Taxes added during the year which in past have been used to finance assessment appeals in the FTLR are now available as a contribution to the General Revenue Fund to offset expenditures for additional assessment appeals.

Expenditures

01-557101-000270

Interest Expense	-$2,400,000

This budget expense account can be reduced from $4,000,000 to $1,600,000 for 1993. This remaining provision provides for only the 1993 interest expense for assessment appeals. All other interest, related to past years, which will be refunded during 1993 has been accrued and will be charged against the accrued assessment appeals liability account. In 1992, the expenditure was much larger as all interest (current and past years) was charged to the current budget as no accrual had been made.

01-558301-000270

Assessment Appeal Expense	+$6,900,000

This is a new expenditure account in 1993. With the accrual of assessment appeals to December 31, 1992, and the resulting change in accounting policy, provision must now be made for new appeals occurring in 1993, and prior appeals which have not been heard by the Board of Revision in time to adjust the 1993 tax roll. As a result of not adjusting the roll, the property will be taxed at the higher rate which will be refunded during 1993.

$4,500,000

Your Executive Policy Committee concurs in the recommendation of the Finance and Administration Committee and recommends that the 1993 budget document be revised to reflect the required transfer of funds from the Future Tax Levies Reserve to the General Revenue Fund as outlined above.

Moved by Mayor Thompson,
Adoption of the clause.

The Speaker called Councillor Golden to the Chair and left the Chamber.

At the request of Councillor Eadie and with the concurrence of Council, Council continued in debate beyond the hour of 12:00 noon.

The Speaker resumed the Chair.

Moved by Councillor Lazarenko,
That the question be now put.

Carried.

Report of the Executive Policy Committee, dated March 17, 1993

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, O'Shaughnessy, Prystanski, Silva, Thomas, Clement, Her Worship Mayor Thompson and Councillor Angus. 14

Nay: Councillors Fraser and Golden. 2

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

Moved by Councillor Eadie,
That Rule 6.1 be suspended to allow Council to continue in debate.

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

Yea: Councillors Reese, Duguid, Eadie, Hyman, Lazarenko, Murray, Thomas and Her Worship Mayor Thompson. 8

Nay: Councillors Boychuk, Fraser, Golden, O'Shaughnessy, Prystanski, Silva, Clement and Angus. 8

and the motion to suspend the rule was declared lost in accordance with Rule 58 of the Procedure By-law.

Council recessed at 12:15 p.m. and reconvened at 1:39 p.m., same members present.

Council here reverted to Clause No. 5 relating to the 1993 Current Estimates of the Report of the Executive Policy Committee, dated March 17, 1993.

In amendment,

Moved by Councillor Duguid,
Seconded by Councillor Clement,
THAT the 10 cent fare increase for Winnipeg Transit originally proposed be reduced to a 5 cent fare increase effective July 1, 1993, in accordance with the following table with an estimated revenue impact of $450,000.00:

REGULAR FARE	Cash	$1.30
	Tickets	10 for $12.00
	Pass	$45.00
REDUCED	Cash	$.70
	Tickets	10 for $6.50
	Pass	$25.50
HANDI-TRANSIT	Cash	$1.30
	Tickets	10 for $12.00

Moved by Councillor Duguid,
That the rule be suspended to allow consideration of this motion.

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Fraser, Hyman, Lazarenko, Murray, O'Shaughnessy, Silva, Thomas, Clement and Her Worship Mayor Thompson. 13

Nay: Councillors Golden, Prystanski and Angus. 3

and the motion to suspend the rule was declared carried.

Report of the Executive Policy Committee, dated March 17, 1993

Moved by Councillor Clement,
That the question be put.

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, Prystanski, Silva, Thomas, Clement and Her Worship Mayor Thompson. 12

Nay: Councillors Fraser, Golden, O'Shaughnessy and Angus. 4

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

The amendment was put.

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Fraser, Hyman, Lazarenko, Murray, Thomas, Clement and Her Worship Mayor Thompson. 11

Nay: Councillors Golden, O'Shaughnessy, Prystanski, Silva and Angus. 5

and the amendment was declared carried.

In amendment,

Moved by Her Worship Mayor Thompson,
Seconded by Councillor Eadie,
WHEREAS the City must by law pass a new single rate business tax;

AND WHEREAS a decision has been made to phase increases and decreases to moderate the effects of the switch to the single rate;

AND WHEREAS the Province has not yet passed the legislation enabling phase in of decreases;

AND WHEREAS the administration requires Council direction in order to bill Business Tax in April, with the appropriate caveats pending legislation;

THEREFORE BE IT RESOLVED that when appropriate legislation is approved, the Business Tax By-law be amended ratifying the 90/60/30/0 phase in of decreases and 50/0 phase in of increases as recommended by Executive Policy Committee.

Moved by Councillor Eadie,
That the rule be suspended to allow consideration of this motion.

Carried.

Moved by Councillor Duguid,
That the question be now put.

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

Yea: Councillors Reese, Boychuk, Duguid, Hyman, Lazarenko, Murray and Thomas. 7

Nay: Councillors Eadie, Fraser, Golden, O'Shaughnessy, Prystanski, Silva, Clement, Her Worship Mayor Thompson and Councillor Angus. 9

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

Moved by Councillor Reese,
That the question be now put.

Lost.

Report of the Executive Policy Committee, dated March 17, 1993

The amendment proposed by Her Worship Mayor Thompson and Councillor Eadie was put.

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, Thomas, Clement, Her Worship Mayor Thompson and Councillor Angus. 11

Nay: Councillors Fraser, Golden, O'Shaughnessy, Prystanski and Silva. 5

and the amendment was declared carried.

The Speaker advised that Council would recess briefly to reconvene at the call of the Chair.

Council recessed at 2:12 p.m. and reconvened at 2:29 p.m., same members present.

The motion summarizing the net effect of Council's deliberations of Clause 5 was introduced as follows:

Moved by Her Worship Mayor Thompson,
Seconded by Councillor Duguid,
THAT Clause 5 of the Report of the Executive Policy Committee dated March 17, 1993, be amended by the decisions made in Council, as follows:-

Shortfall following Executive Policy Committee review		$13,662,015.00
REVENUE		
Total Revenue Increase	+	$10,272,398.00
EXPENDITURES		
Total expenditure Increase		+$ 6,386,625.00
Net Shortfall Decrease	-	3,885,773.00
Shortfall following Council Review		$ 9,776,242.00
Mill Rate Increase Required	.979 mills	2.78%

The Speaker called the Deputy Speaker, Councillor Reese, to the Chair in order to participate in the debate and after speaking resumed the Chair.

The motion was put.

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

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, Prystanski, Silva, Thomas, Clement and Her Worship Mayor Thompson. 12

Nay: Councillors Fraser, Golden, O'Shaughnessy and Angus. 4

and the motion was declared carried.

The motion for the adoption of the clause, as amended, was put.

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

Report of the Executive Policy Committee, dated March 17, 1993

Yea: Councillors Reese, Boychuk, Duguid, Eadie, Hyman, Lazarenko, Murray, Prystanski, Silva, Thomas, Clement and Her Worship Mayor Thompson. 12

Nay: Councillors Fraser, Golden, O'Shaughnessy and Angus. 4

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

EXECUTIVE POLICY COMMITTEE

CONSIDERATION OF BY-LAWS

398 - On motion of Mayor Thompson, the rule was suspended and By-law No. 6149/93, a By-law of the City of Winnipeg to levy a rate upon the assessed value of all the real property liable to taxation in the City to raise the sums required in the year 1993 for ordinary municipal expenditures was read a first time.
File FE(1993).

Mayor Thompson moved that this constitute the first reading of By-law No. 6149/93, which motion was carried.

Councillor Golden asked to be recorded as having voted against the first reading of the by-law, in accordance with Rule 50.7 of the Procedure By-law.

Mayor Thompson moved that By-law No. 6149/93 be read a second time, which motion was carried. File FE(1993).

Moved by Mayor Thompson,
That this constitute the second reading of By-law No. 6149/93.

In amendment,

Moved by Her Worship Mayor Thompson,
Seconded by Councillor Duguid,
THAT By-law No. 6149/93 be amended as follows:

1. By striking out the words and figures "$686,702,662.00" where they appear in the second paragraph and replacing them with "$693,089,287.00";

2. By striking out the words and figures "$365,986,067.00" where they appear in the fifth paragraph and replacing them with $362,101,098.00" and the mill rate "36.646" and replace it with "36.257";

3. By striking out the words and figures "$365,986,067.00 where they appear in the last paragraph and replacing them with $362,101,098.00" and the mill rate "36.646" and replace it with "36.257".

Carried.

The motion that this constitute the second reading of By-law No. 6149/93, as amended, was put and declared carried.

Councillors Angus, Fraser, Golden and O'Shaughnessy asked to be recorded as having voted against the second reading of the By-law, in accordance with Rule 50.7 of the Procedure By-law.

Mayor Thompson moved that the rule be suspended and By-law No. 6149/93, as amended, be read a third time, which motion was carried. File FE(1993).

Mayor Thompson moved that this constitute the third reading of By-law No. 6149/93, as amended, and that same be passed and ordered to be signed and sealed. File FE(1993

Executive Policy Committee – Consideration of By-laws (continued)

Councillors Angus, Fraser, Golden and O'Shaughnessy asked to be recorded as having voted against the By-law, as amended, in accordance with Rule 50.7 of the Procedure By-law.

On motion of Mayor Thompson, the rule was suspended and By-law No. 6150/93, a By-law of the City of Winnipeg to fix and impose taxes to raise the amounts required in the year 1993 by The Public Schools Finance Board of the Province of Manitoba and by certain School Divisions for school purposes was read a first, second and third time, the rule being suspended for the third reading and was passed and ordered to be signed and sealed. Files FE(1993) & FL-3.

Councillors Angus, Fraser, Golden and O'Shaughnessy asked to be recorded as having voted against each reading of the By-law, in accordance with Rule 50.7 of the Procedure By-law.

On motion of Mayor Thompson, the rule was suspended and By-law No. 6162/93, a By-law of the City of Winnipeg to provide for the granting of municipal assistance to persons in need to repeal By-law No. 2466/79 was read a first, second and third time, the rule being suspended for the third reading and was passed and ordered to be signed and sealed. File FE(1993)

On motion of Mayor Thompson, the rule was suspended and the following By-laws were each read a first, second and third time, the rule being suspended for the third reading of each by-law and were passed and ordered to be signed and sealed, namely:-

By-law No. 6152/93, a By-law of the City of Winnipeg to amend By-law 1573/77, being The City of Winnipeg Traffic By-law. Files FE(1993) & SC-1 (Vol. 38).

By-law 6153/93, a By-law of the City of Winnipeg to amend By-law No. 1481/77, being The City of Winnipeg Streets By-law. Files FE(1993) & ST-5.3 (Vol. 5).

By-law No. 6154/93, a By-law of the City of Winnipeg to amend By-law No. 329/73, being a by-law of the said City to regulate the construction, maintenance and removal of private approaches and private walks. Files FE(1993) & ST-5.2 (Vol. 19).

By-law No. 6156/93, a By-law of the City of Winnipeg to amend By-law No. 5675/91, being The Development Fees By-law for development applications, permits and related matters. Files FE(1993) & EP-2.

By-law No. 6157/93, a By-law of the City of Winnipeg to amend By-law No. 5675/91, being The Development Fees By-law for development applications, permits and related matters. File FE(1993) & EP-2.

By-law No. 6158/93, a By-law of the City of Winnipeg to amend By-law No. 3219/82, being a By-law of The City of Winnipeg relating to the operation and control of the system of parks and facilities for recreation owned by or under the jurisdiction of The City of Winnipeg. Files FE(1993) & PR.

On motion of Mayor Thompson, the rule was suspended and By-law No. 6155/93, a By-law of the City of Winnipeg to amend By-law No. 4676/87, being a by-law of The City of Winnipeg to regulate and control burglary and robbery alarm systems and to require permits therefor was read a first, second and third time, the rule being suspended for the third reading and was passed and ordered to be signed and sealed. Files FE(1993) & GF-2 (Vol. 39).

Councillors Golden and Reese asked to be recorded as having voted against each reading of the by-law, in accordance with Rule 50.7 of the Procedure By-law.

On motion of Mayor Thompson, the rule was suspended and By-law No. 6161/93, a By-law of the City of Winnipeg to prescribe the annual rate of business tax to be levied in 1993 and to fix the time for payment of licenses in lieu of business tax was read a first, second and third time, the rule being suspended for the third reading and was passed and ordered to be signed and sealed. Files FE(1993) and FL-1

Councillors Angus, Fraser, Golden and O'Shaughnessy asked to be recorded as having voted against each reading of the by-law, in accordance with Rule 50.7 of the Procedure By-law.

EXECUTIVE POLICY COMMITTEE

MOTIONS

Moved by Councillor Golden,
Seconded by Councillor Fraser,

401 - WHEREAS City Council has been reduced from 29 members to 15 members;

AND WHEREAS Council's positions have become full time responsibilities;

AND WHEREAS it is desirable to have more direct communication between elected officials and City Managers;

AND WHEREAS it is desirable to flatten the management structure of the City of Winnipeg;

THEREFORE BE IT RESOLVED that the City of Winnipeg delete the Board of Commissioners system and replace it with a City Manager system, not necessarily deleting persons but deleting positions as Board Commissioners.

Automatic Referral to Executive Policy Committee in accordance with Rule 16.1 of the Procedure By-law

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404 - Agreement between the City of Winnipeg and C.U.P.E. Local 500 referred to in Clause 1 of Report "B" of the Executive Policy Committee, dated March 17, 1993.

MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF WINNIPEG AND CUPE, LOCAL 500

Whereas public service to the citizens of Winnipeg is the fundamental priority of the City of Winnipeg and the members of the Canadian Union of Public Employees Local 500; and

Whereas the City of Winnipeg has a revenue shortfall which is the result of a number of Factors including assessment appeals, reductions in Provincial funding, and the generosity Sluggish economy; and

Whereas City expenditures are driven by non-departmental costs such as debt payments and social assistance while departmental costs are generally handles in an efficient manner, in that the City of Winnipeg's per household spending on services is less than that of other major centres of a similar size; and

Whereas the City cannot access alternate sources of revenue without Provincial approval Thereby resulting in residential property taxpayers being a disproportionate share of the City's tax burden; and

Whereas the City and CUPE Local 500 have a long history of joint problem solving and of Working out joint solutions to various problems through the process of collective bargaining;

Therefore Be it Resolved that the parties have entered into the following understanding and Agree to recommend it to their respective principals:

Dated this _____ day of March, 1993.

_____

for the City of Winnipeg

_____

for CUPE, Local 500

Agreement between the City of Winnipeg and C.U.P.E. Local 500 referred to in Clause 1 of Report "B" of the Executive Policy Committee, dated March 17, 1993.

THE COLLECTIVE AGREEMENTS BETWEEN THE PARTIES WILL BE REVISED AS FOLLOWS:

1. GENERAL PROVISIONS

All current provisions of the 1991-92-93 collective agreement will remain in force and effect Except as amended herein.

2. ARTICLE 5 – DURATION

Revise to extend the current collective agreement to December 24, 1994.

3. ARTICLE 15 – RATES OF PAY

- Effective PP#10 (May2), 1993, reduce all b-weekly and hourly rates of pay by 4%

- Effective PP#10 (May 1), 1994, increase all b-weekly and hourly rates of pay By 2%

- Effective PP#24 (November 13), 1994, restore all bi-weekly and hourly rates of pay to the level in effect as at PP#9, 1993 (i.e. 2%).

These salary adjustments are applicable to all members of the CUPE bargaining unit except Those employed at the Winnipeg Municipal Hospital who shall receive pay adjustments Effective PP #1, 1994 comparable to the MHO master agreement currently covering CUPE Support workers (i.e. the Nov. 1992 to Nov. 1993 12 month average CPI increase, less 1%).

4. ARTICLE 27 – BENEFITS

Revise the dental plan to provide for benefits in 1994 to be paid in accordance with the 1994 Dental Fee Guide as established by the Manitoba Dental Association.

- In addition to the foregoing revisions to the collective agreements, the following Undertakings are agreed to between the parties for the term of the collective agreement:

5. VOLUNTARY RETIREMENT OPTION

The City will provide a voluntary retirement option in accordance with Attachment #1.

Agreement between the City of Winnipeg and C.U.P.E. Local 500 referred to in Clause 1 of Report "B" of the Executive Policy Committee, dated March 17, 1993. (continued)

6. COST OF OPERATIONS

During the period of this agreement, joint City/CUPE Committees will be formed for the Purpose of reviewing:

a) building cleaning and security,
b) refuse collection,
c) golf course operations,
d) concessions.

with a view to investigating and making recommendations with respect to operating efficiencies, cost savings and methods of operation.

Further, the parties understand that the Parks Department is exploring the possibility of Turning the operation of the Kinsman Allard Arena and West Kildonan Arena over to a Community group.

Should a community group come forward and agree to operate the arena, the following will Apply:

a) The contract will be run on a pilot basis for 2 seasons (93/94 and 94/95). At the end of this time a joint study will be undertaken by the City of Winnipeg and CUPE to investigate and make recommendations regarding impact on service to the community, building maintenance and equipment.

b) During the period of the pilot project the City will not undertake any further contracting out or community operation of arenas.

7. SALARY PROTECTION

Temporary employees who have worked full time for at least two years, and permanent Employees, will have their rate of pay protected at the rate of their regular classification if They bump or are redeployed into a classification with a lower rate of pay as a result of Budget reduction.

Salary protection will take the form of present incumbent only status for a period of two years, followed by red circling.

Present incumbent only means that the employee’s rate of pay shall be fixed at his/her Current step in his/her former salary range, and he/she shall receive full negotiated salary increases/decreases applied to that step in that salary range.

Red circling means an individual’s rate of pay remains at the current increment level and that individual will receive 50% of economic increases until such time as the salary paid falls within the salary range of their new position. However, it is understood that in the event of any salary decrease the full amount of that decrease will be applied to the salary paid.

Agreement between the City of Winnipeg and C.U.P.E. Local 500 referred to in Clause 1 of Report "B" of the Executive Policy Committee, dated March 17, 1993. (continued)

8. WORK SECURITY

Nothing in this agreement precludes Council's right to adjust budget allocations provided that where staff are affected, the established procedures as set out in the collective agreement and in the current Letter of Understanding at Page 108 are followed. During the period of this agreement there will be no further contracting out beyond that which is in place at the end of 1992, and/or that which is a normal operating practice, except where recommended by a majority vote of the joint Council/CUPE Committee which is established in the Letter of Understanding at page 108.

In addition to those provisions and only for the extended term of this collective agreement, the following shall apply:

The City shall schedule work so as to provide seasonal and part-time employees with a seniority date of July 1, 1990 or earlier, with the opportunity to work no less than the average number of hours they worked in 1991 and 1992.

A joint CUPE/City Re-deployment Committee is to be established to explore options for accommodation for salary-protected individuals, and for those who fall under the work guarantee provisions of this Memorandum of Agreement. This Committee will review options where no resolution has been identified through the normal process, recognizing the need for flexibility within and outside departments as well as the particular provisions of the collective agreement.

Employees with seniority dates later than July 1, 1990 who are not recalled or otherwise redeployed within their department shall receive consideration for employment in other departments in accordance with their seniority.

During the period of this agreement, the City agrees that it will not pursue a strategy involving unilaterally imposed leaves of absence without pay (furloughs) with respect to its employees represented by CUPE, Local 500.

9. PRECEDENCE

The City agrees that while this agreement is a public document and as such may be tabled as information in any proceeding involving the City and its bargaining groups, this agreement will not be isolated and elevated to a major factor in the City's negotitons with those other groups.

Agreement between the City of Winnipeg and C.U.P.E. Local 500 referred to in Clause 1 of Report "B" of the Executive Policy Committee, dated March 17, 1993. (continued)

ATTACHMENT #1

VOLUNTARY RETIREMENT PROGRAM

WHO'S ELIGIBLE TO APPLY:

Any employee who is eligible to retire under their current pension arrangements.

(NOTE: Application under this program shall not prohibit an employee from electing to retire at a time of their choosing without a separation payment).

SEPARATION PAYMENT:

A payment of $5,000.00 additional to any payouts for vacation or other time credits. Sick leave cash out and pension calculations are unaffected by this agreement.

OTHER CONDITIONS:

Management shall schedule the date of any retirement under this program, taking into account operational and budget requirements, as well as employee preference.

HOW TO APPLY:

- By form to be provided.
- Between the dates of April 5 and April 30, 1993.
- Applicants may withdraw their application during an additional two weeks; thereafter the application shall be binding.

EXECUTIVE POLICY COMMITTEE

MOTIONS

Moved by Councillor Golden,
Seconded by Councillor Fraser,

401 - WHEREAS City Council has been reduced from 29 members to 15 members;

AND WHEREAS Council's positions have become full time responsibilities;

AND WHEREAS it is desirable to have more direct communication between elected officials and City Managers;

AND WHEREAS it is desirable to flatten the management structure of the City of Winnipeg;

THEREFORE BE IT RESOLVED that the City of Winnipeg delete the Board of Commissioners system and replace it with a City Manager system, not necessarily deleting persons but deleting positions as Board Commissioners.

Automatic Referral to Executive Policy Committee in accordance with Rule 16.1 of the Procedure By-law