Minute No. 199
Report – Executive Policy Committee – February 13, 2018

Item No. 3 Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the City enter into, execute and deliver the Memorandum of Agreement agreed to by the negotiating committees of the City and the Winnipeg Fire Paramedic Senior Officers Association ("WFPSOA") and a subsequent collective agreement with WFPSOA.

2. That the Chief Administrative Officer be authorized to approve the terms and conditions of the collective agreement in accordance with the Memorandum of Agreement and this report, and such other terms and conditions deemed necessary by the Director of Legal Services and City Solicitor to protect the interests of the City.

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

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DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,

That the recommendation of the Executive Policy Committee be adopted by consent.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On February 13, 2018, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association

Critical Path: Executive Policy Committee - Council

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Kirby	M. Jack	M. Ruta	M. Ruta A/CAO

EXECUTIVE SUMMARY

The Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) collective agreement expired on August 19, 2017 whereby the parties exchanged proposals on October 5, 2017 and commenced bargaining that same day. Negotiations concluded on December 12, 2017 and a tentative agreement was signed that same day.

Over the last 25 years, the City's Labour Relations Strategy (although not enunciated in any document) has been to:

a) Minimize the increases in salary and benefits to a more sustainable level;
b) Maintain as many management rights as possible;
c) Make changes to Collective Agreement language to address current issues or issues that have arisen since the last round of negotiations, and;
d) Attempt to make changes to increase operational efficiency.

The Public Service believes that we have accomplished the above four goals within this round of collective bargaining.

RECOMMENDATIONS

1. That City Council enter into, execute and deliver the Memorandum of Agreement agreed to by the negotiating committees of the City and the Winnipeg Fire Paramedic Senior Officers Association ("WFPSOA") and a subsequent collective agreement with WFPSOA.

2. That the Chief Administrative Officer be authorized to approve the terms and conditions of the collective agreement in accordance with the Memorandum of Agreement and this report, and such other terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City.

REASON FOR THE REPORT

It is required that City Council ratify all Collective Agreements entered into by the City of Winnipeg and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

The Memorandum of Agreement between the City and the Winnipeg Fire Paramedic Senior Officers Association includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – August 20, 2017 – August 31, 2021 (48 Months – 11 days)

2. General wage adjustment:

Year of Agreement	Date of Increase	Amount
1	August 31, 2018	2.0%
2	August 31, 2019	2.0%
3	August 31, 2020	2.0%
4	August 31, 2021	2.0%

3. Deletion of shift premium for the afternoon shift which will now only be payable on the night shift. (Article 18.05)

4. Deletion of the clothing points including the unused point payouts in return for the standard issue identified in the Collective Agreement. (Article 17.00)

5. Elimination of the existing training language with new language that reduces the risk of external training requirements in the event the Province moves toward self-regulation and an independent college of paramedics. (Article 25)

6. In the event of self-regulation, the WFPSOA members will be responsible for the registration costs associated with self-regulation. (Article 25.06)

7. More flexibility in staffing operational needs and requirements.

8. A new letter of understanding to ensure no increased costs should the Provincial Government enact extended maternity/parental leave similar to the Federal Government.

9. A reduction in court overtime obligation. (Article 22.00)

10. Eligibility to bank a portion of overtime. (Article 19.01)

Many of the language changes may result in operational efficiencies but any fiscal savings would be difficult to cost given they would be based on assumptions which may not be realized in ongoing operations. Therefore, the items identified above (#3 - #10) have been assumed to have no immediate financial impact.

Unless otherwise stated, the changes in this collective agreement are effective on the date of ratification. The date of ratification of the agreement shall be the first date on which both parties have ratified the Memorandum of Agreement.

HISTORY/DISCUSSION

1. The current three (3) year Collective Agreement between the parties expired on August 19, 2017.

2. Salary increases over the previous three years was 9.00% (an average of 3.0% per annum). This has exceeded the Manitoba Consumer Price Index by 4.50% over the previous three years.

	2014	**2015**	**2016**	**Average/year**
WFPSOA	2.00%	1.00% 2.00%	1.00% 3.00%	3.00%
CPI	1.9%	1.30%	1.30%	1.50%
+/- CPI	0.10%	1.70%	2.70%	1.50%

	PP 01/18	**PP 1/19**	**PP 01/20**	**PP 27/20**	**Average/Year**
UFFW	1.8%	2.0%	2.0%	2.0%	1.95%

3. Internally, settlements for the Winnipeg Police Association (WPA), Winnipeg Police Senior Officers Association (WPSOA) and the United Fire Fighters of Winnipeg (UFFW) extended to 2021 for Police and 2020 for Fire, at 1.79% and 1.95% per annum respectively.

	31-Dec-17	**31-Dec-18**	**31-Dec-19**	**30-Jun-20**	**31-Dec-20**	**30-Jun-21**	**31-Dec-21**	**Ave/Year**
WPA	2.50%	2.50%	2.50%	1.00%	1.50%	1.00%	1.50%	2.50%
WPSOA	2.50%	2.50%	2.50%	1.00%	1.50%	1.00%	1.50%	2.50%

4. The Consumer Price Index for Manitoba is projected to increase by 8.7% over the four years:

2018	2019	2020	2021
2.3%	2.2%	2.1%	2.1%

Note: CPI forecast from The Conference Board of Canada, Metro Outlook, Autumn 2017.(Oct 2017)

FINANCIAL IMPACT

Financial Impact Statement **Date:** December 20, 2017

Project Name: **First Year of Program** **2017**

Negotiations between City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association

	2017	2018	2019	2020	2021
Capital					
Capital Expenditures Required	$ -	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -	$ -
Funding Sources:					
Debt - Internal	$ -	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-	-
Grants (Enter Description Here)	-	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-	-
Other - Enter Description Here	-	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -				
Total Additional Debt Required	$ -				
Current Expenditures/Revenues					
Direct Costs	$ -	$ 42,324	$ 169,013	$ 298,489	$ 257,269
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ -	$ 42,324	$ 169,013	$ 298,489	$ 257,269
Less: Existing Budget Amounts	-	42,324	169,013	298,489	257,269
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. The cumulative cost over the term of the agreement to August 31, 2021 is $0.767 million. The cost for the eight months ended August 31, 2021 is $0.257 million with the full year cost in 2021 of $0.431 million. The annualized cost for the period Jan 1 – Dec 31, 2022 is $0.520 million.
2. "Existing Budget Amounts" include the 2017 and 2018 Adopted Operating Budgets, and the projection for 2019 and 2020 from the 2018 budget process. The budget years 2019 and 2020 have not yet been approved or balanced by City Council, and 2021 has not yet been reviewed by Council. Budget amounts (beginning in 2019) are subject to change as the annual budget process and decision-making moves forward. There is budget set aside to cover this agreement.
3. Beginning in 2018, the above analysis assumes no WRHA cost sharing revenue impact.

Original sigedn by T. Yanchishyn
Tanis Yanchishyn
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

Corporate Finance Department (as to financial impact)
Audit Department
External Auditor – KPMG L

OURWINNIPEG POLICY ALIGNMENT

N/A

SUBMITTED BY

Department: Corporate Support Services
Division: Labour Relations
Prepared by: R. Kirby, Manager of Labour Relations
Date: January 30, 2018
File No:

Attachments

Attachment 1 - Letter from City Auditor, City of Winnipeg

Attachment 2 - Letter from KPMG LLP

Attachment 3 – Memorandum of Agreement

Attachment 4 – Info graphics – Net of concessions