Agenda – Executive Policy Committee – June 13, 2018

REPORTS

Item No. 8 Negotiations between the City of Winnipeg and the Manitoba Government and General Employees Union, The Paramedics of Winnipeg, Local 911

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That City Council enter into, execute and deliver the Memorandum of Agreement agreed to by the negotiating committees of the City and the Manitoba Government & General Employees' Union, The Paramedics of Winnipeg, Local 911 ("MGEU") and a subsequent collective agreement with MGEU.

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.

3. That the proper officers of the City do all things necessary to implement the intent of the foregoing.

ADMINISTRATIVE REPORT

Title: Negotiations between the City of Winnipeg and the Manitoba Government & General Employees Union, The Paramedics of Winnipeg, Local 911

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Kirby	M. Jack	M. Ruta	D. McNeil

EXECUTIVE SUMMARY

The Manitoba Government & General Employees' Union, The Paramedics of Winnipeg, Local 911 (MGEU) collective agreement expired on February 18, 2017 whereby the parties exchanged proposals and commenced bargaining March 19, 2017. Negotiations concluded on April 20, 2018 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 Manitoba Government & General Employees' Union, The Paramedics of Winnipeg, Local 911 ("MGEU") and a subsequent collective agreement with MGEU.

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.

3. That the proper officers of the City do all things necessary to implement the intent of the foregoing.

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 (MOA) between the City and the Manitoba Government & General Employees' Union, The Paramedics of Winnipeg, Local 911 includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – February 19, 2017 – February 28, 2021 (48 Months and 9 days)

2. General wage adjustment:

General Wage Increase	Date of Increase	Amount
1	June 30, 2018	2.0%
2	July 31, 2019	2.0%
3	July 31, 2020	2.0%
4	February 28, 2021	2.0%

3. Clarification of job security language to resolve bargaining certificate dispute regarding a component of Advanced Life Support work that was primarily performed by another bargaining unit by converting twenty-four (24) Advanced Care Paramedic (ACP) positions into Advanced Care Paramedic- Practitioner (ACP-P) positions. The salary schedule for the ACP-P will reflect a 2% increase to each step on the ACP salary scale (Article 4).

4. The requirement to maintain a minimum complement of Advanced Life Support Paramedics was agreed between the Parties in the May 9, 2007 work share agreement. Today, the minimum complement has been adjusted to 65 ACP and 24 ACP-P positions which is now incorporated into the collective agreement (Article 4).

5. The requirement for employees in paramedic classifications to maintain a valid paramedic license/ registration as a condition of employment (Article 4).

6. Clarification of wages owed to members of the Health & Safety Committee so to align with the statutory requirements of the Workplace Safety & Health Act (Article 16).

7. Increased night shift premium paid (from sixty-five cents to ninety cents) for all hours worked between 1900 to 0700 hours (Article 18).

8. A reduction in court overtime obligation (minimum overtime paid from four hours to three hours) (Article 22).

9. Once self-regulation of Para medicine is implemented in the Province, MGEU members will be responsible for the registration costs associated with self-regulation (Article 25).

10. Reduction in minimum pay when an employee attends training on a day of rest, from 6 hours at the regular rate of pay to 3 hours at time and one half the regular rate of pay (Article 25).

11. Establishing an order of standing list for graduates of the ACP training program that will be used to staff vacant ACP positions, thereby allowing the Service to better manage training costs and vacant positions (Article 25).

12. No increase to basic benefits (i.e. Dental, Vision, & Ambulance) (Article 29).

13. Paid leave granted to attend labour management committees as currently established in the collective agreement. When attendance occurs on a day of rest, a union member will be compensated in time off (Article 32).

14. Part-time (PT) employee probationary period can be extended beyond 1800 hours in circumstances where an employee is unable to perform the majority of the duties of the position during the probation period (MOA PT Employees).

15. New Letters of Understanding on the following issues:

    a. Wellness & Fitness – Parties agree to discuss redirection of funds from fitness passes issued, to other wellness/ fitness initiatives.

    b. Stat Tour – Where an employee who is entitled to statutory holiday credits is required to book one stat holiday tour in lieu of receiving a cash payout for the four days of leave.

    c. Parties agree to establish a Clothing Entitlement Point System Committee to review the current point system and make cost neutral recommendations for improvement.

    d. Critical Incident Stress Management Peer Support Team – Service commits to consult with the Union prior to making changes to the protocol.

    e. Tactical Emergency Medical Services (TEMS) – Agreement on a selection process for the TEMS program that reflects the uniqueness of the work.

    f. Self-Regulation – Parties agree to discuss impact of self-regulation once implemented.

16. Agreement that MGEU will not oppose an Employer application to the Manitoba Labour Board for a ruling to declare one bargaining unit for the Communications Centre.

17. Updated the list of Arbitrators for final resolution of disputes between the Parties.

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 except for 2,3,4,6,7,8 and 13 have been assumed

- to have no immediate financial impact;
- that cost could not be reasonably estimated at this time or are deemed to be immaterial;
- that changes are a reflection of Winnipeg Fire Paramedic Service's operations.

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 February 18, 2017.

2. Salary increases over the previous three years was 10.50% (an average of 3.5% per annum). This has exceeded the Manitoba Consumer Price Index by 6.0% over the previous three years.

	2014	2015	2016	Average/year
MGEU	2.0% 1.0%	2.0% 1.0%	3.0% 1.5%	3.5%
CPI	1.9%	1.30%	1.30%	1.50%
+/- CPI	1.1%	1.7%	3.2%	2.0%

3. Internally, settlements for the Winnipeg Police Association (WPA), Winnipeg Police Senior Officers Association (WPSOA) Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) and the United Fire Fighters of Winnipeg (UFFW) extended to 2021 for Police and 2020 for Fire, at 2.50%, 2.0% and 1.95% per annum respectively.

Date of Incr	31-Dec-17	31-Dec-18	31-Dec-19	30-Jun-20	31-Dec-20	30-Jun-21	31-Dec-21
WPA	2.50%	2.50%	2.50%	1.00%	1.50%	1.00%	1.50%
WPSOA	2.50%	2.50%	2.50%	1.00%	1.50%	1.00%	1.50%
Date of Incr	**24 Dec 17**	**23 Dec 18**	**22 Dec 19**		**20 Dec 20**		
UFFW	1.8%	2.0%	2.0%		2.0%		
Date of Incr		**31 Aug 18**	**31 Aug 19**	**31 Aug 20**		**31 Aug 21**	
WFPSOA		2.0%	2.0%	2.0%		2.0%	
Date of Incr		**30 Jun 18**	**31 Jul 19**	**31 Jul 20**		**28 Feb 21**	
MGEU		2.0%	2.0%	2.0%		2.0%	

4. The Consumer Price Index for Manitoba is projected to increase by 8.1% over the four years:

2018	2019	2020	2021
2.0%	2.0%	2.1%	2.0%

Note: CPI forecast from The Conference Board of Canada, Metro Outlook, Winter 2018.(Mar 2018)

Financial Impact

Financial Impact Statement

Date: May 22, 2018

Project Name:

Negotiations between the City of Winnipeg and the Manitoba Government & General Employees Union, The Paramedics of Winnipeg, Local 911

First Year of Program **2017**

	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	$ -	$ 384,311	$ 1,030,834	$ 1,690,345	$ 338,139
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ -	$ 384,311	$ 1,030,834	$ 1,690,345	$ 338,139
Less: Existing Budget Amounts		384,311	1,030,834	1,690,345	338,139
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. "Direct Costs" reflect the cumulative cost over the term of the agreement to February 28, 2021 which total $3.444 million. The annualized cost of this proposal for a full year in 2021 is $2.652 million and $2.764 in 2022.
2. "Existing Budget Amounts" include the 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. The above analysis assumes no WRHA cost sharing revenue impact.

original signed by T. 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
Legal Services – (As to legal issues)

OURWINNIPEG POLICY ALIGNMENT

N/A

SUBMITTED BY

Department: Corporate Support Services
Division: Labour Relations
Prepared by: R. Kirby, Manager of Labour Relations
Date: May 22, 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