Agenda – Executive Policy Committee – July 13, 2022

REPORTS

Item No. 18 Negotiations - City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association

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 Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA) and a subsequent collective agreement with WFPSOA.

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

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

ADMINISTRATIVE REPORT

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

Critical Path: EXECUTIVE POLICY COMMITTEE - COUNCIL

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Beach	A. Cusson	C. Kloepfer	M. Jack

EXECUTIVE SUMMARY

The Winnipeg Fire Paramedic Senior Officers' Association's (WFPSOA) collective agreement expired on August 31, 2021. Notice to bargain was given by WFPSOA on June 9, 2021, after which the parties met and commenced collective bargaining. On June 3, 2022, a tentative agreement was reached and a memorandum of agreement between the parties was signed on June 15, 2022, reflecting the terms of the tentative agreement.

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 administer and implement the collective agreement in accordance with the Memorandum of Agreement and this report, and such terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City in administering and implementing the collective agreement.

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

REASON FOR THE REPORT

The City of Winnipeg Charter requires that 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 Winnipeg Fire Paramedic Senior Officers' Association includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – September 1, 2021 – December 24, 2024 (40 Months) (MOA Clause 2 / MOA Appendix A Article 31)

2. General Wage Increase (MOA Clause 3)

General Wage Adjustment	Date of Increase	Amount
1	August 31, 2022	2.0%
2	August 31, 2023	2.0%
3	August 31, 2024	1.9%

3. Gender Neutral Language (MOA Clause 4)

   The parties will amend the agreement to incorporate gender-neutral language throughout the collective agreement.

4. Increments (MOA Appendix A Article 13)

   When members are promoted to more senior bargaining unit positions, prior time acting in the position will be considered for salary step placement. Accumulated acting hours up to the equivalent of one year annual hours will be considered. Only acting hours accumulated after the date of ratification of this collective agreement will be recognized.

5. Shift Premium (MOA Appendix A Article 18)

   For employees in the (911) Communications Centre, increase shift premium by thirty cents, from $0.90 to $1.20, for each hour on duty on night shift. Note that there is no change to all other employees covered by this agreement. They shall be paid a shift premium of ninety cents per hour for each hour that these employees are required to be on duty on night shift.

6. Overtime (MOA Appendix A Article 19)

   Add Director - Paramedic Education & Training to list of positions that are granted five days relief from duty as recognition that position duties and responsibilities commonly involve variable work schedules and additional work hours.

7. General Holidays (MOA Appendix A Article 20)

   Add National Day for Truth and Reconciliation to the list of public holidays in the collective agreement.

   Note: On September 21, 2021, Council adopted the report 'Formal Recognition – National Day for Truth and Reconciliation' approving members of WFPSOA observe the National Day for Truth and Reconciliation on September 30, 2021, and annually thereafter.

8. Sick Leave (MOA Appendix A Article 24)

   Employees who have accumulated maximum sick leave credits (the equivalent of one year annual hours) will continue to accrue hours as an 'excess accrual'. Employees may draw upon 'excess accrual' sick leave credits in the event they exhaust their usual sick leave accrual. Sick leave accumulated in the 'excess accrual' bank is not considered in the determination of sick pay cashout.

   Integration of Manitoba Public Insurance Personal Injury Protection Plan (PIPP) Benefits with Sick Leave Benefits such that employees cannot receive full sick pay benefits while also receiving PIPP benefits.

9. Interest Arbitration (MOA Appendix A Article 31)

   The parties have agreed to provisions for voluntary interest arbitration in the event that the parties reach an impasse during a future round of collective bargaining.

10. Labour/Management Committee (MOA Appendix A Article 39)

    New article that recognizes various committee meetings that Association members attend. New provision that members will be compensated in time off when attendance occurs on a day of rest.

11. General Holiday Pay – Part-Time Employees (MOA Memorandum of Agreement Re: Part-Time Employees)

    Amend percent of basic pay paid in lieu of time off for General Holidays from 4.8% to 5.2% to recognize the new public holiday National Day for Truth and Reconciliation.

12. Modified Work Week (MOA LOU Re: Modified Work Week in the Training Branch)

    Employees in the Training Branch will move from a five to a four day work week working equivalent annual hours. This modified work week is a pilot project that will be reviewed and renewed annually. Either party can terminate the arrangement with 90 days' notice.

13. Additional Compensation for Platoon Chiefs of Paramedic Operations (MOA LOU Re: Additional Compensation for PCPOs Managing Platoons 5 and 6)

    In recognition of additional demands and responsibilities for the two platoon chiefs that each manage two platoons, provide four days of paid time off per year, which must be taken as time off and cannot be cashed-out.

14. Benefits (MOA LOU Re: Flex Benefits)

    The parties will discuss flexible benefit options during the life of the collective agreement. Any flexible benefit options, including but not limited to a Health Care Spending Account, may be implemented during the life of the collective agreement.

    The Chief Administrative Officer (CAO) has the authority to make changes to the medical / health benefits provided for in the collective agreement and implement flexible benefits, on the basis that the overall cost of amended benefits is cost-neutral or less than cost of benefits provided under the collective agreement. Any changes to benefits that would generate an increase in costs to the City would require City Council approval. Any changes made under this section shall be reported back to Council for information through the CAO.

15. Equity, Diversity & Inclusion (MOA LOU Re: Equity, Diversity & Inclusion)

    The City and WFPSOA commit to a workforce that is representative of the community it serves, and to building education and awareness to create a culture of inclusion and valuing diversity. The City will consult with WFPSOA as it undertakes to develop an Equity, Diversity and Inclusion Program.

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. The MOA includes a number of other changes to collective agreement articles and letters of understanding. With the exception of items 2, 4, 5, 6, 11 and 13, these items, and those identified above, have been assumed:

- to have no (or no immediate) financial impact; or
- that costs could not be reasonably estimated at this time; or
- that costs are deemed to be immaterial; or
- that changes are a reflection of the City of Winnipeg's existing operations; or
- that costs relate to statutory/legislative obligations.

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

The current Collective Agreement between the parties expired on August 31, 2021. The parties commenced collective bargaining and reached a tentative agreement on June 3, 2022, which was committed to a MOA signed on June 15, 2022. The WFPSOA ratified the tentative agreement on June 14, 2022.

The Consumer Price Index for Winnipeg CMA is projected to increase by 8.6% from 2022 to 2024 (over three years). The WFPSOA Memorandum of Agreement includes general wage increases over the three-year term that total 5.90% (an average of 1.97% per annum). This three-year average is below the Projected Winnipeg CMA Consumer Price Index by an average of 0.90% per year over the term of the Collective Agreement.

	2022	2023	2024	Average/year
WFPSOA	2.00%	2.00%	1.90%	1.97%
WPG CPI ^	4.2%	2.4%	2.0%	2.9%
+/- CPI	-2.20%	-0.40%	-0.10%	-0.90%

^Source: CPI Forecast from The Conference Board of Canada, Spring 2022 Outlook. Projected Winnipeg CMA CPI annual average based on three years ending December 31, 2024.

Salary increases over the previous four-year Collective Agreement increased by 8.0% (an average of 2.00% per annum). This was less than the average rise in the Winnipeg CMA Consumer Price Index by 0.10% over the life of the Agreement.

	2018	2019	2020	2021	Average/year
WFPSOA	2.00%	2.00%	2.00%	2.00%	2.00%
WPG CPI	2.4%	2.3%	0.6%	3.2%	2.1%
+/- CPI	-0.40%	-0.30%	+1.40%	-1.10%	-0.10%

The City has eight (8) collective agreements with its Unions. A tentative agreement for revision and renewal has been reached for the Winnipeg Fire Paramedic Senior Officers' Association collective agreement. The Canadian Union of Public Employees (CUPE) and Manitoba Government and General Employees' Union (MGEU) contracts expired on February 28, 2021, and revisions are currently being negotiated. The contracts with Winnipeg Police Association (WPA) and Winnipeg Police Senior Officers' Association (WPSOA) expired on December 31, 2021, and revisions are currently being negotiated. Amalgamated Transit Union's (ATU) contract

will expire on January 7, 2023, Winnipeg Association of Public Service Officers' (WAPSO) and United Fire Fighters of Winnipeg (UFFW) contracts will expire on December 31, 2023.

Union	2016	2017	2018	2019	2020	2021	2022	2023	2024	Annual Avg.^
WFPSOA			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.90%	1.97%
CUPE		1.50%	1.50%	1.50%	0.00%					1.13%
MGEU			2.00%	2.00%	2.00%	2.00%				2.00%
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%
ATU					1.25%	2.00%	1.75%	2.00%		1.75%
WAPSO					0.00%	0.50%	0.50% 1.00%	0.75% 1.25%		1.00%
UFFW						2.0%	1.9%	2.0%		1.97%

^ Effective date of increases occur at some time in year indicated. For WFPSOA and UFFW, first general wage increase in contracts occurs/occurred at or after the end of first year of contracts. Annual average based on increases over approximate three+ year agreements ending December 31, 2024 (40 month agreement) and December 31, 2023 (36 month agreement) respectively. For CUPE, MGEU, and ATU, first general wage increase in contracts occurred at or after the end of first year of contracts. Annual average based on increases over approximate four-year agreements ending February 28, 2021, February 28, 2021, and January 7, 2023 respectively. For WPA and WPSOA, first general wage increase occurred after the end of first year of contracts, and annual average based on increases over approximate five-year agreements ending December 31, 2021. For WAPSO, first general wage increase occurs in the middle of second year of contract. Annual average based on increases over four-year agreement ending December 31, 2023.

FINANCIAL IMPACT

Financial Impact Statement **Date:** June 27, 2022

Project Name: **First Year of Program** **2022**

Negotiations - City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association

	2022	2023	2024	2025	2026
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	$ 48,228	$ 191,310	$ 336,449	$ -	$ -
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 48,228	$ 191,310	$ 336,449	$ -	$ -
Less: Existing Budget Amounts	48,228	191,310	336,449	-	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. Direct costs represent total financial impact of all increases to December 31, 2024, which totals $575,987.

2. Existing budget amounts include the 2022 Adopted Operating Budget, and the 2023 and 2024 projections from the 2022 Adopted Operating Budget. Council has adopted the 2022 budget and has balanced the 2023 budget as part of the 2022 multi-year balanced budget update. Budget amounts are subject to change as the annual budget process and decision-making moves forward. Budget amounts for 2024 have not been reviewed by Council.

3. The above costs and budgets include the financial impact of the agreement for the City's WFPSOA complement.

4. The above costing does not include any Shared Health cost sharing revenue impact, which may partially offset the gross expenditure amounts.

Jocelyn Peters - June 27, 2022

Jocelyn Peters CPA, CGA
Manager of Finance & Administration

CONSULTATION

This Report has been prepared in consultation with:

- Corporate Finance Department
- Audit Department
- Legal Services Department (as to legal issues)
- External Auditor – KPMG LLP

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045, Goal #1: Leadership and Good Governance

1.4 Integrated Knowledge and Resources
1.5 Evidence-Informed Decisions

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

N/A

SUBMITTED BY

Department: Human Resource Services
Division: Labour Relations
Prepared by: A. Beach, Senior Manager of Labour Relations and Negotiation Services
Date: June 28, 2022
File No: N/A

Attachments:

Attachment 1 - Letter from City Auditor, City of Winnipeg
Attachment 2 - Letter from KPMG LLP
Attachment 3 – Memorandum of Agreement
Attachment 4 – City of Winnipeg and The Winnipeg Fire Paramedic Senior Officers' Association Collective Agreement, August 20, 2017 to August 31, 2021.
Attachment 5 – Info graphics – Net of concessions