Agenda – Executive Policy Committee – September 21, 2023

REPORTS

Item No. 2 Negotiations – 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 approve and enter into the Memorandum of Agreement agreed to by the negotiating committees of the City and the Manitoba Government and General Employees' Union, The Paramedics of Winnipeg, Local 911 (MGEU) and a subsequent collective agreement with MGEU in accordance with said Memorandum of Agreement.

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 Manitoba Government and General Employees' Union, The Paramedics of Winnipeg, Local 911

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

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

EXECUTIVE SUMMARY

The Manitoba Government and General Employees' Union, The Paramedics of Winnipeg, Local 911's (MGEU) collective agreement expired on February 28, 2021. Notice to bargain was given by MGEU on November 23, 2020, after which the parties met and commenced collective bargaining. On May 19, 2023, a tentative agreement was reached and a memorandum of agreement signed reflecting the terms of the tentative agreement.

RECOMMENDATIONS

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

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, SM 2002, c 39 requires that Council enter into Collective Agreements between the City of Winnipeg and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

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

1. Term of Agreement – March 1, 2021 – February 29, 2024 (36 Months) (MOA Clause 2)

2. General Wage Increase (MOA Clause 3)

General Wage Adjustment	Date of Increase	Amount
1	February 27, 2022	1.0%*
2	September 11, 2022	1.5%*
3	February 26, 2023	1.0%*
4	September 10, 2023	1.5%*
5	February 29, 2024	2.0%

*To be paid retroactively (as necessary) to all employees who are bargaining unit members on the date of ratification.

3. Gender Neutral Language (MOA Clause 4 / Appendix A Article 1)

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

4. Grievances (MOA Appendix A Article 6)
   Amendments to Step 1 of the grievance process requires the parties to approach the resolution of grievances in a problem-solving manner at the initial stage of the process, and streamlines the grievance procedure as a whole.

5. Shift Premium (MOA Appendix A Article 18)

   Night shift premium to increase by $0.05 per hour from $0.90 to $0.95 per hour for the majority of staff. Night shift and weekend shift premiums to increase from $1.20 to $1.25 per hour for Communication Centre employees. These increases are effective July 13, 2023.

6. Letters of Understanding (MOA LOUs)

   a. Workplace Culture and Morale Committee [New]
      A Joint Management/Union/Staff Committee will be established to address current issues and proactively work on larger scope initiatives to improve the work environment, culture and morale within the department that affect members of the union.

   b. Off-Schedule Training and Personal Wellness Days/Family Illness Days [New]

      On a trial basis, the City may schedule up to 20 training hours a year on an employee's days off to help meet medical and professional training requirements. In return, employees will be granted two days off with pay.

Family Illness Leave is replaced with three Wellness Days per year, charged against accumulated sick leave.

c. Flex Benefits [New]
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.

With the approval of this memorandum of agreement, the Chief Administrative Officer (CAO) will have 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.

d. Equity, Diversity & Inclusion [New]
The City and MGEU 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 MGEU as it continues to develop the City's 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 and 5, 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 cost relates to statutory/legislative obligations.

Unless otherwise stated, these changes 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/approved the Memorandum of Agreement.

The total cost of the changes to the collective agreement over three years is estimated at $2.3 million.

HISTORY/DISCUSSION

The current Collective Agreement between the parties expired on February 28, 2021. The parties commenced collective bargaining and reached a tentative agreement and a Memorandum of Agreement (MOA) was signed on May 19, 2023. Manitoba Government and General Employees' Union (MGEU) ratified the tentative agreement on June 19, 2023.

The Consumer Price Index for Manitoba is projected to increase by 13.8% from 2022 to 2024 (over three years). The MGEU MOA includes general wage increases over the three-year term

that total 7.0 percent (an average of 2.33 percent per annum). This three-year average is below the Projected Manitoba Consumer Price Index by an average of 2.27 percent per year over the term of the Collective Agreement.

	2022	2023	2024	Average/year
MGEU	1.00% 1.50%	1.00% 1.50%	2.00%	2.33%
MB CPI ^	7.9%	3.7%	2.2%	4.6%
+/- CPI	-5.40	-1.20%	-0.20%	-2.27%

^ Source: CPI Forecast for 2023 and 2024 from Oxford Economics June 2023 forecast.
Projected Winnipeg CMA CPI annual average based on three years ending December 31, 2024.

Salary increases over the previous four-year collective agreement (February 19, 2017, to February 28, 2021) increased by 8.0 percent (an average of 2.0 percent per annum). This was less than the average rise in the Manitoba Consumer Price Index by 0.13 percent over the four years ending December 31, 2021.

	2018	2019	2020	2021	Average/year
MGEU	2.00%	2.00%	2.00%	2.00%	2.00%
MB CPI	2.5%	2.2%	0.5%	3.3%	2.13%
+/- CPI	-0.50%	-0.20%	+1.50%	-1.30%	-0.13%

The City has eight collective agreements with its Unions. A tentative agreement for revision and renewal has been reached for the Manitoba Government and General Employees' Union (MGEU). Amalgamated Transit Union's (ATU) contract expired on January 7, 2023, and revisions are currently being negotiated. Winnipeg Association of Public Service Officers' (WAPSO) and United Fire Fighters of Winnipeg (UFFW) contracts will expire on December 31, 2023. The Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA) collective agreement will expire December 31, 2024. The Canadian Union of Public Employees (CUPE) collective agreement will expire February 28, 2025. The Winnipeg Police Association (WPA) and the Winnipeg Police Senior Officers' Association (WPSOA) collective agreements will expire on December 31, 2025. For more information, see the table on the next page.

Union	2018	2019	2020	2021	2022	2023	2024	2025	Annual Avg.^
MGEU	2.00%	2.00%	2.00%	2.00%	1.00% 1.50%	1.00% 1.50%	2.00%		2.33%
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%
WFPSOA					2.00%	2.00%	1.90%		1.97%
CUPE				1.70%	1.00% 1.50%	1.50% 1.50%	1.50% 1.50%		2.55%
WPA					1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%	3.13%
WPSOA					1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%	3.13%

^ Effective date of increases occur at some time in year indicated. For MGEU, first general wage increase in contract occurs at the end of the first year of the contract. Annual average based on increases over three-year agreement ending February 29, 2024. For ATU, first general wage increase in contract occurred at the end of the first year of the contract. Annual average based on increases over four-year agreement ending January 7, 2023. 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. For UFFW and WFPSOA, first general wage increase in contracts occurred at the end of first year of contracts. Annual average based on increases over approximate three+ year agreements ending December 31, 2023, (36-month agreement) and December 31, 2024, (40-month agreement) respectively. For CUPE, first general wage increase occurs at the beginning of the first year of contract. Annual average based on increases over four-year agreement ending February 28, 2025. For WPA and WPSOA, first general wage increase occurs in the middle of the first year of the contract. Annual average based on increases over four-year agreements ending December 31, 2025.

FINANCIAL IMPACT

Financial Impact Statement **Date:** August 23, 2023

Project Name: **First Year of Program** **2023**

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

	2023	2024	2025	2026	2027
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	$ 1,904,643	$ 415,725		$ -	$ -
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 1,904,643	$ 415,725	$ -	$ -	$ -
Less: Existing Budget Amounts	1,904,643	415,725		-	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. Direct costs represent total financial impact of all increases to February 29, 2024, which totals $2,320,368.
2. Existing budget amounts include the 2023 Adopted Operating Budget, and the 2024 draft budget. Budget amounts for 2024 have not been reviewed by Council are subject to change as the annual budget process and decision-making moves forward.
3. The above costs and budgets include the financial impact of the agreement for the City's MGEU complement.
4. The above costing does not include any Shared Health cost sharing revenue impact, which may partially offset the gross expenditure
5. The above costing excludes the impact of night and weekend shift premium for MGEU Communication Operators due to the supplementary agreement between the Winnipeg Fire Paramedic Service, CUPE and MGEU. The incremental costs related to this premium are included in the costing for CUPE.

Randy Bernard, Aug. 23, 2023

Randy Bernard, CPA, CMA
Manager of Finance & Administration (Can
Corporate Finance Department

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

OurWinnipeg 2045, Goal #3: Economic Prosperity

3.13 Poverty Reduction

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS) and its Goals and Objectives, and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Human Resource Services
Division: Labour Relations
Prepared by: D. Clark, Manager of Labour Relations and Negotiation Services
Date: August 24, 2023
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 Manitoba Government and General Employees' Union, The Paramedics of Winnipeg, Local 911 Collective Agreement, February 19, 2017 to February 28, 2021.