

# CITY COUNCIL AGENDA

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**Committee Room C, Guelph City Hall, 1 Carden Street**

**DATE January 26, 2015 – 6:00 p.m.**

Please turn off or place on non-audible all cell phones, PDAs, Blackberrys and pagers during the meeting.

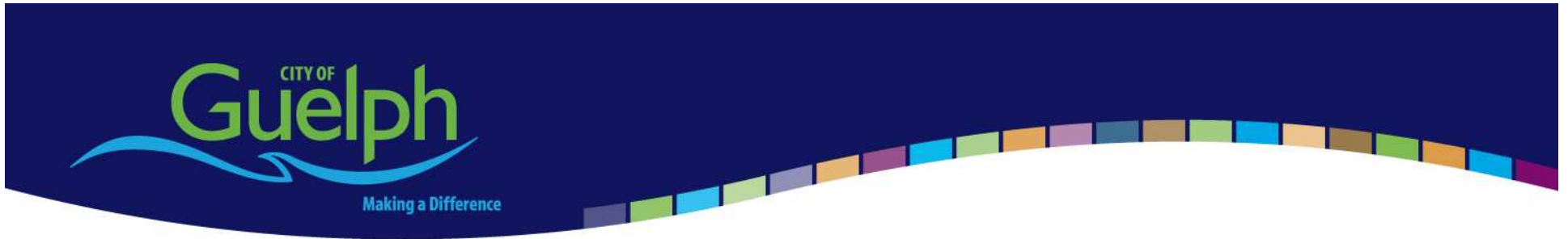
## **Disclosure of Pecuniary Interest and General Nature Thereof**

### **Introduction to Labour Relations**

Presentation:

- David Godwaldt, General Manager, Human Resources
- Flavia Tranquilli-Nardini, Manager, Staffing & Workforce Planning

### **ADJOURNMENT**



# Council Orientation - Labour Relations

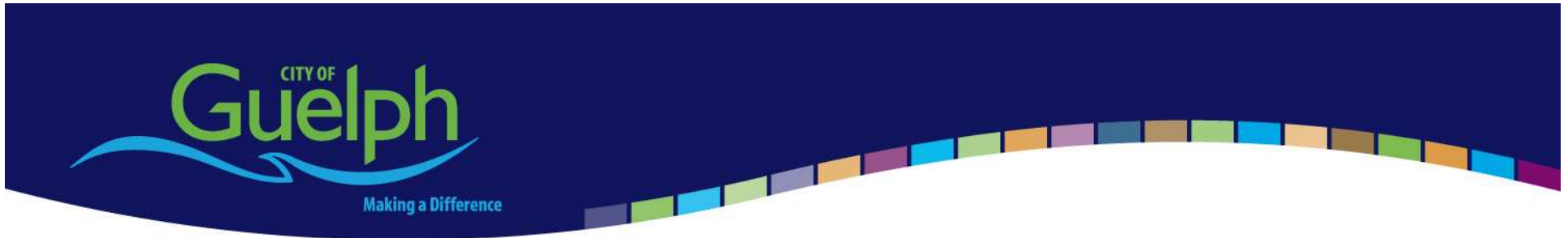
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## Open Session

January 26, 2015

**David Godwaldt**  
GM, Human Resources

**Flavia Tranquilli-Nardini**  
Manager, LR and Health & Safety, RTW



## Presentation Overview

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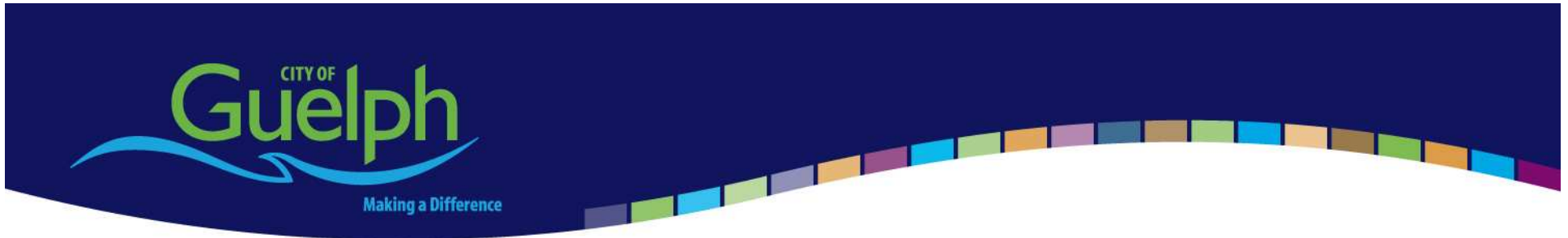
- City Unions
- Collective Bargaining – shared interests
- Role of Council in Collective Bargaining
- Bargaining Mandate
- Benefits – Legislated vs. Employer
- Bargaining Position and Process
- Questions
- Appendix A & Glossary

## City Unions

Union Group	Number of Employees	% of Workforce
<b>IATSE (River run Technicians)</b>	<b>39</b>	<b>1.9</b>
<b>GPFFA Firefighters</b>	<b>165</b>	<b>8.1</b>
<b>OPSEU Paramedics</b>	<b>134</b>	<b>6.5</b>
<b>CUPE 241 Outside Workers</b>	<b>345</b>	<b>17</b>
<b>CUPE 973 Inside Workers</b>	<b>232</b>	<b>11.4</b>
<b>CUPE 1946</b>	<b>36</b>	<b>25 (of total library)</b>
<b>ATU Transit</b>	<b>193</b>	<b>9.5</b>

## City Unions

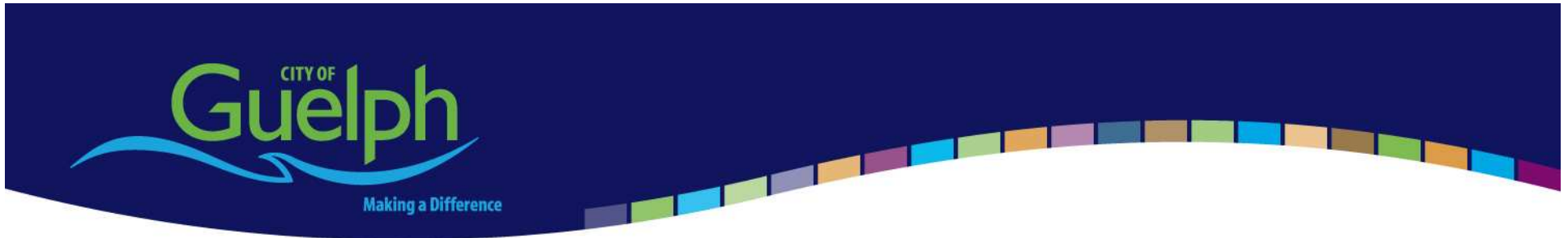
Union Group	Expiry of Collective Agreement
<b>IATSE (River run Technicians)</b>	<b>December 31, 2014</b>
<b>GPFFA Firefighters</b>	<b>December 31, 2014</b>
<b>OPSEU Paramedics</b>	<b>March 31, 2014</b>
<b>CUPE 241 Outside Workers</b>	<b>January 31, 2016</b>
<b>CUPE 973 Inside Workers</b>	<b>January 31, 2016</b>
<b>CUPE 1946 (Library)</b>	<b>January 31, 2016</b>
<b>ATU Transit</b>	<b>June 30, 2017</b>



## Collective Bargaining – Shared Interests

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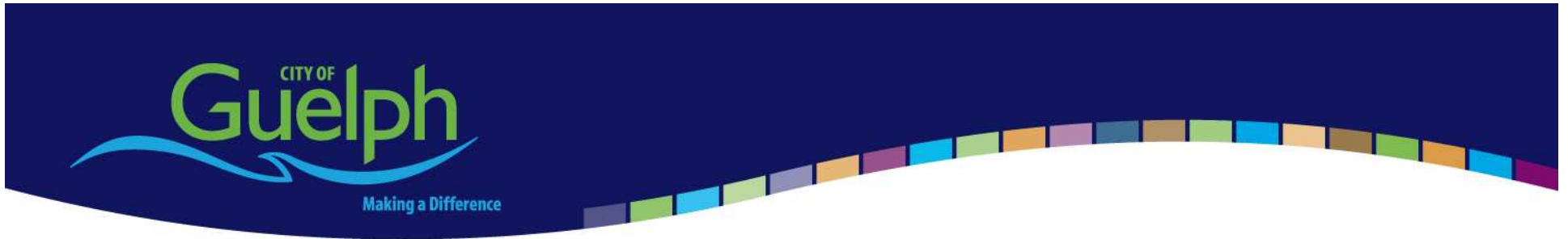
- **Council**
  - Labour peace – continuity and quality services to public
  - Fiscally responsibility
- **Unions**
  - Improvements for members – terms and conditions
  - Protection/seniority
- **Administration**
  - Same as council
  - Fairness across all employee groups
- **Community**
  - Continuity and quality of services
  - Affordability



## Role Of Council in Collective Bargaining

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- **Delegates** the responsibility to oversee the bargaining process to the CAO who, in turn, delegates role to Human Resources.
- **Mandate:** Council approves the mandate (“the total compensation envelope” – wages, benefits and other monetary items) for Human Resources to bargain the collective agreement.
- **Approves/ratifies** collective agreements
- **Delegates** the authority to the CAO to direct the administration of the CA.

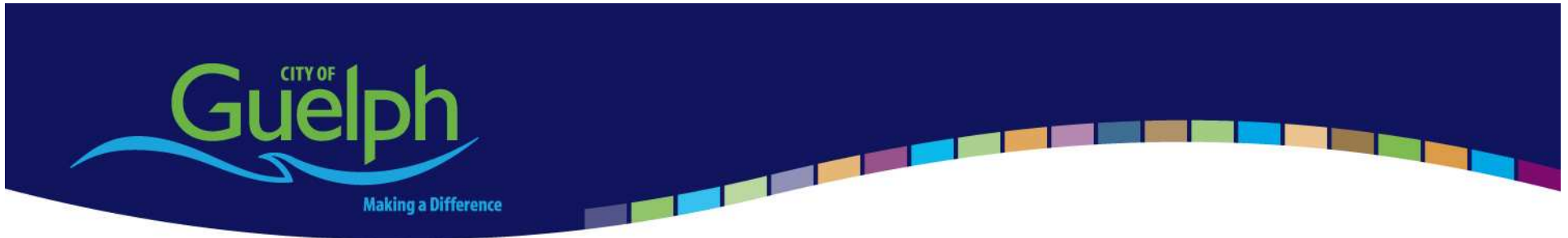


## **Bargaining Mandate – What to expect**

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- Summary of major bargaining issues
- Summary of recent provincial settlements (same union)
- Staff recommendation and costing
- Communication plan
- Schedule of reporting back to Council

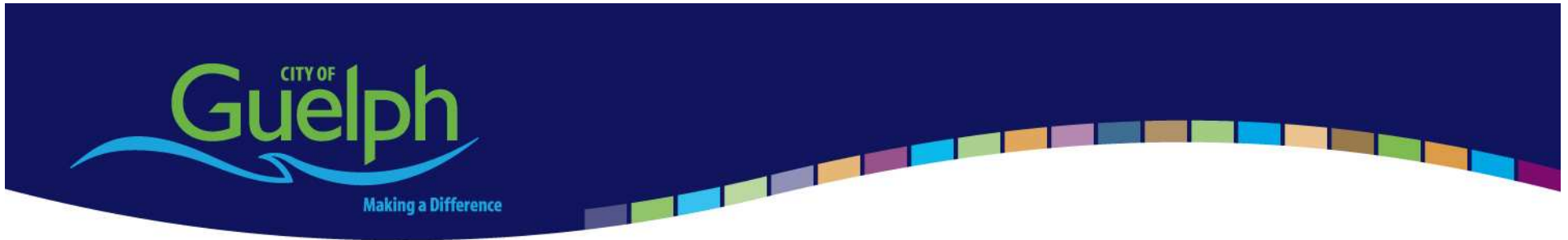




## Bargaining Mandate

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- Council sets the mandate for economic increases and benefit changes
- The mandate will include any negotiated economic increases
  - i.e. % increase added to the hourly rate or salary for the positions with the union group
- The mandate will include any other adjustments for paid premiums i.e. shift premium, meal allowances, etc.



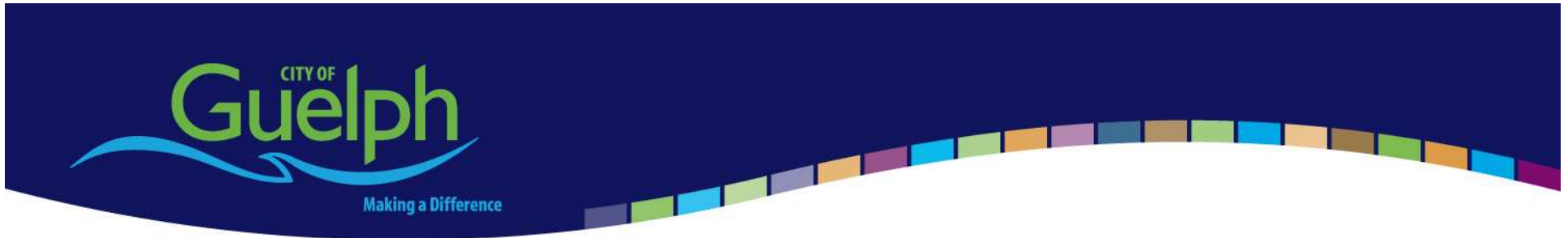
## Total Benefits – Statutory

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- Statutory
  - Canada Pension Plan
  - Employment Insurance
  - OMERS
  - Workplace Safety and Insurance Board
  - Employer Health Tax
  - **Ontario Pension Plan**



**Note: Above are legislated – uncontrollable**

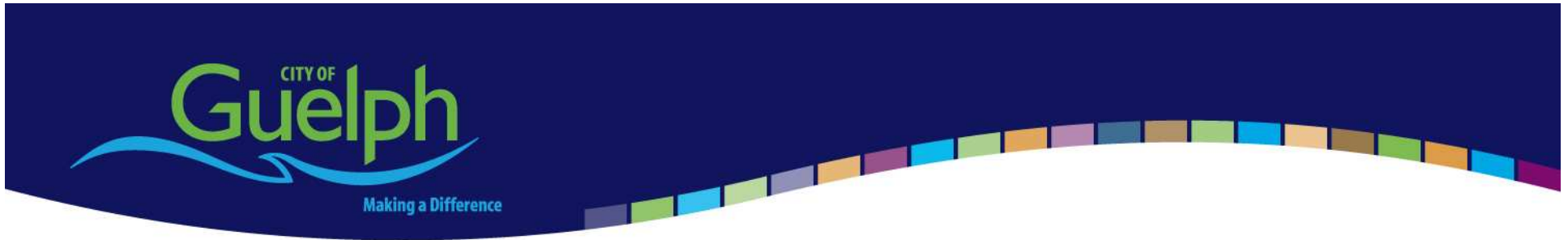


## Total Benefits – Employer

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- Employer
  - Extended Health (drugs, physiotherapy etc.)
  - Dental coverage
  - Life Insurance, Accidental Death & Dismemberment
  - Short and Long term Disability

**Note: above **limited control** – through plan design which have to be negotiated and/or are arbitrated**



## **Bargaining Position and Process**

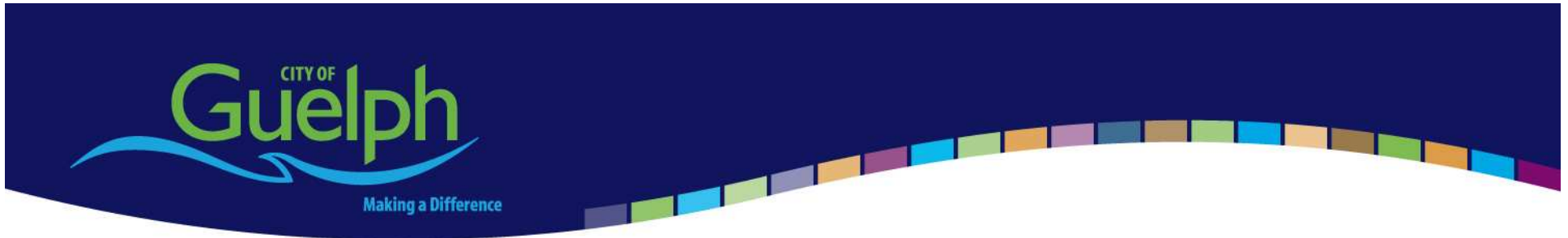
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- External environmental scan – what’s happening out there?
- Collaboration and discussion with operational dept.'s
- Formation of team – “the right players at table”
- Gather - internal “Intel” and data – formation of proposal
- Communication Plan - keeping everyone informed

# Questions

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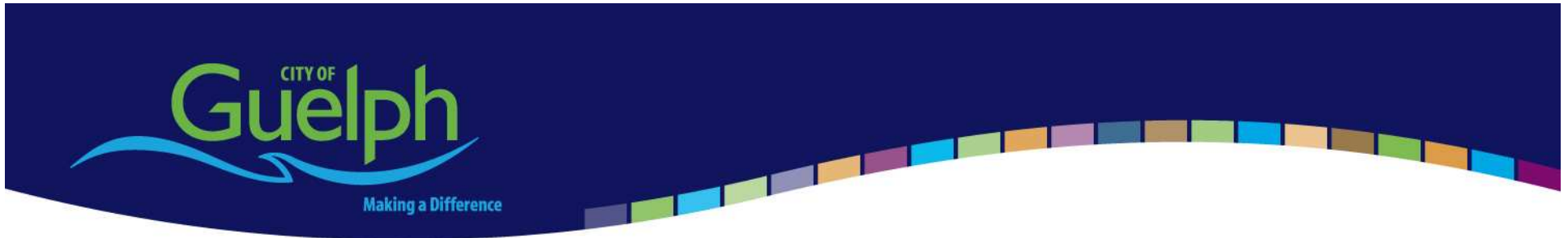




## Glossary - Key Concepts & Processes

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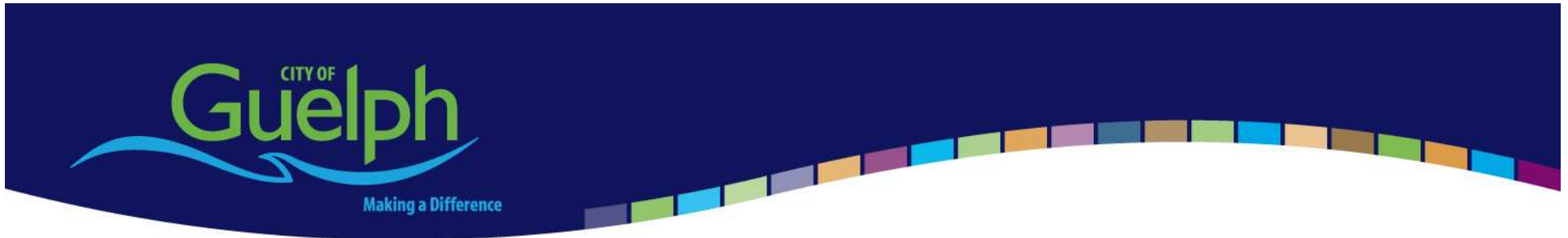
- **Collective Agreement (CA):** signed agreement between an employer and a trade -respecting terms and conditions of employment
- **Collective Bargaining:** a process whereby a union and an employer seek to negotiate collective agreements
- **Negotiations:** a process of collective bargaining with a view to arriving at a collective agreement



## Glossary - Key Concepts & Processes

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- **Grievance (individual, group, policy/union):** a claim or complaint involving the interpretation, application or alleged violation of a collective agreement
- **Grievance Procedure:** steps spelled out in a collective agreement for the handling of grievances
- **Mediation (Conciliation):** process by which a third party (MOL appointed or an agreed upon third party) attempts to assist labour and management in reaching resolution



## Glossary - Key Concepts & Processes

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- **Arbitration:** adjudication of a dispute by an impartial third party
- **Interest Arbitration:** arbitration to establish the terms of a collective agreement where the parties are unable to do so by negotiations. (i.e. Fire, paramedics OPESU)
- **Strike:** refusal to work, or slowdown of activity by employees
- **Lockout:** closing of operations initiated by an employer in order to induce employees to agree to terms and conditions of employment