

DECISION/DIRECTION NOTE

Title: Collective Agreement – City of St. John's and NAPE Local 7808

Date Prepared: December 16, 2020

Report To: Regular Meeting of Council

Councillor and Role: Mayor Danny Breen, Governance & Strategic Priorities

Ward: N/A

Decision/Direction Required:

Seeking approval from Council to ratify the Collective Agreement between the City and NAPE Local 7808 for the period of July 1, 2018 to June 30, 2022.

Discussion – Background and Current Status:

The City reached a tentative agreement with NAPE Local 7808 on December 20, 2020 and is now seeking ratification by Council.

The terms of the agreement are noted below:

Tentative Agreement – City of St. John's and NAPE Local 7808	
Duration	4 years
General Increase	0%, 0%, 0%, 0%
Severance	a) No further accrual for employees hired after March 30, 2020 b) One-time payout option for severance accrued up to December 31, 2019
Signing Bonus	\$1,000

Key Considerations/Implications:

1. Budget/Financial Implications:
 - The estimated cost of paying out the signing bonus to NAPE 7808 employees is approximately \$13,250.
 - With respect to the severance deal, while there will be savings, it is extremely difficult to quantify this amount. It will be influenced by the number of employees who take a payout, the amount of the payout, and the future salary growth rates for the remaining service life of the employees. The proposed deal does, however, cap the pool of employees eligible to accrue severance pay which will eliminate the severance expense for the City in the long run.

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2. Partners or Other Stakeholders:
 - Employees of NAPE Local 7808
3. Alignment with Strategic Directions/Adopted Plans: N/A
4. Legal or Policy Implications: N/A
5. Privacy Implications: N/A
6. Engagement and Communications Considerations: N/A
7. Human Resource Implications: N/A
8. Procurement Implications: N/A
9. Information Technology Implications: N/A
10. Other Implications: N/A

Recommendation:

That Council ratify the Collective Agreement between the City of St. John's and NAPE Local 7808 for the period of July 1, 2018 to June 30, 2022.

Report Approval Details

Document Title:	Collective Agreement - City of St. John's and NAPE Local 7808.docx
Attachments:	
Final Approval Date:	Jan 7, 2021

This report and all of its attachments were approved and signed as outlined below:

No Signature - Task assigned to Sarah Hayward was completed by workflow administrator Maureen Harvey

Sarah Hayward - Jan 7, 2021 - 8:38 PM

No Signature - Task assigned to Derek Coffey was completed by workflow administrator Maureen Harvey

Derek Coffey - Jan 7, 2021 - 8:38 PM