

DECISION/DIRECTION NOTE

Title: Collective Agreement between the City of St. John's and CUPE Local 1289

Date Prepared: December 6, 2019

Report To: His Worship the Mayor and Members of Council

Councillor and Role:

Ward:

Decision/Direction Required:

Ratification of the CUPE 1289 Collective Agreement.

Discussion – Background and Current Status:

The City and CUPE Local 1289 have reached a tentative Collective Agreement for the period of July 1, 2018 – June 30, 2022. The union ratified the agreement on December 4, 2019. It is now being brought to Council for a ratification vote. The key terms of the tentative agreement are as follows:

Tentative Agreement between the City of St. John's and CUPE Local 1289	
Duration	4 years
General Increase	0%; 0%; 0%; 0%
Severance	<ul style="list-style-type: none">• No further accrual for employees hired after December 4, 2019• One time payout option for severance accrued up to December 31, 2018
Signing Bonus	\$1,000

Key Considerations/Implications:

1. Budget/Financial Implications

The estimated cost of paying out the signing bonus to CUPE 1289 employees is approximately \$200,000.

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With respect to the severance deal, while there will be savings, it is extremely difficult to quantify this amount. It depends on the number of employees who take a payout, how much of the payout they take, and future salary growth rates for the remaining service life of these employees. This deal does, however, cap the pool of employees eligible to accrue severance pay which in the long term eliminates the severance expense for the City.

2. Partners or Other Stakeholders
3. Alignment with Strategic Directions/Adopted Plans
This aligns with being an Effective Organization and Fiscally Responsible.
4. Legal or Policy Implications
5. Engagement and Communications Considerations
6. Human Resource Implications
7. Procurement Implications
8. Information Technology Implications
9. Other Implications

Recommendation: To ratify the Collective Agreement

Prepared by/Signature: Sarah Hayward, Director of Human Resources

Approved by/Date/Signature: Kevin Breen, City Manager

