



AGENDA

SPECIAL MEETING OF CITY COUNCIL

Thursday, December 15, 2016, 4:00 p.m.
Council Chamber, City Hall

Pages

1. CALL TO ORDER

2. CONFIRMATION OF AGENDA

Recommendation

That the agenda be confirmed as presented.

3. DECLARATION OF PECUNIARY INTEREST

4. REPORTS FROM ADMINISTRATION AND COMMITTEES

4.1 Corporate Performance Department

4.1.1 2013 Contract Negotiations ATU 615 (2013 - 2016) [File No. CK. 4720-2 and CP. 4720-002]

2 - 7

Recommendation

1. That the proposed changes set out in the revision to the Collective Agreement with respect to the 2013 – 2016 Collective Agreement with the Amalgamated Transit Union, Local No. 615 be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised contract under the Corporate Seal.

5. IN CAMERA SESSION (OPTIONAL)

6. ADJOURNMENT

2013 Contract Negotiations ATU 615 (2013 – 2016)

Recommendation

That a report be submitted to City Council recommending:

1. That the proposed changes set out in the revision to the Collective Agreement with respect to the 2013 – 2016 Collective Agreement with the Amalgamated Transit Union, Local No. 615 be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised contract under the Corporate Seal.

Topic and Purpose

The purpose of this report is to provide information for City Council to approve the proposed changes set out in the revision to the Collective Agreement.

Strategic Goal

This report supports the goal of Asset and Financial Sustainability through open, accountable, and transparent decisions on allocation of resources.

Report

The bargaining team of the City of Saskatoon (City) and The Amalgamated Transit Union, Local No. 615 (ATU) reached a Memorandum of Agreement for a term of four (4) years and three (3) months from January 1, 2013 to March 31, 2017. The ATU has ratified the terms of the Memorandum of Agreement.

Attachment 1 is the Revision to the Collective Agreement and identifies the wage adjustments and other Collective Agreement changes.

Communication Plan

A news conference will take place to inform the three audiences identified in the initial communications plan (transit employees, transit customers and the general public). In addition, the City will inform citizens of the ratification through social media and through Saskatoon.ca and saskatoontransit.ca. Key messaging will be utilized throughout each communication tool to ensure consistent information is communicated.

Other Considerations/Implications

There are no policy, financial, environmental, privacy, or CPTED implications or considerations.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachment

1. The Amalgamated Transit Union Local No. 615 Revision to the Collective Agreement – December 9, 2016.

Report Approval

Written by: Marno McInnes, Director of Human Resources
Reviewed by: Catherine Gryba, General Manager, Corporate Performance
Department
Approved by: Murray Totland, City Manager

2013 Contract Negotiations ATU 615 (2013-2016).docx

**The Amalgamated Transit Union Local No. 615
Revision to the Collective Agreement
December 9, 2016**

Negotiations between the City of Saskatoon (City) and Amalgamated Transit Union Local 615 (ATU) started on October 16, 2013, and a Memorandum of Agreement was reached on December 9, 2016. The Union has ratified the terms of the Memorandum of Agreement. The contract is for a term of four (4) years and three (3) months from January 1, 2013 to March 31, 2017.

1. Wages

The following wage adjustments will be applied:

January 1, 2013	2.50%
January 1, 2014	2.20%
January 1, 2015	2.65%
January 1, 2016	2.65%

a) Access Wage Increase - Additional Wage Increase in 2015 and 2016

The following additional wage increases will apply to all employees at Access Transit (i.e., Access Transit Booking and Scheduling Clerks, and Operators):

January 1, 2015	\$0.50
January 1, 2016	\$0.50

b) Access Wage Increase – Wage Parity by June 1, 2019

The City has committed to achieving wage parity between Access Transit and Conventional Transit by June 1, 2019, based on the following schedule:

Access Transit Booking and Scheduling Clerks (based on the Time Clerk's two-step increment structure):

December 1, 2017	92.5% of the Time Clerks Wage Rate
June 1, 2018	95.0% of the Time Clerks Wage Rate
December 1, 2018	97.5% of the Time Clerks Wage Rate
June 1, 2019	100.0% of the Time Clerks Wage Rate

Access Operators (Based on the Conventional Operator's three-step increment structure):

December 1, 2017	92.5% of the Conventional Operator Wage Rate
June 1, 2018	95.0% of the Conventional Operator Wage Rate
December 1, 2018	97.5% of the Conventional Operator Wage Rate
June 1, 2019	100.0% of the Conventional Operator Wage Rate

2. Term

The term of the agreement is for four (4) years and three (3) months. The term is for the period January 1, 2013 to March 31, 2017.

3. Other Collective Agreement Changes

a) Professional Bus Operators Certification Program Premium

The program is effective the first of the month following ratification. The City will pay a premium of \$0.50/hour to employees that obtain and maintain the requirements of the Professional Bus Operators Certification.

Access Operators who obtain and maintain the requirements of the Professional Bus Operator Certification are also entitled to the additional \$0.50/hour premium.

b) Pay Supplement for Journeyperson Mechanics

The current pay supplement (approximately \$5.90/hr.) for Journeyperson Mechanics will be added to the Journeyperson Mechanics base wage.

c) Wage Parity for Journeyperson Machinists

The Journeyperson Machinist wage rate will be increased to be equivalent to the Journeyperson Mechanic wage rate effective January 1, 2017.

d) Wage Adjustment for Journeyperson Body Repairman

The Journeyperson Body Repairman wage rate will be increased by \$2.00/hour effective January 1, 2017. The City has also agreed to conduct a local market survey in 2017 to determine if the wage rates for trades at Saskatoon Transit are competitive.

e) Retroactive Pay (Back Pay)

General Economic Increases (GEI) will be applied retroactively to the effective date of the GEI for employees employed during the term of the collective agreement.

f) Article C5 - Differential Pay

The provision has been modified to pay differential pay to an apprentice when they perform the duties of the supervisor on the day shift. The provision has also been modified to increase shift differential pay as follows:

Effective January 1, 2015: From \$0.85/hour to \$1.05/hour

Effective January 1, 2016: From \$1.05/hour to \$1.10/hour

g) Article C6 - Tool Allowance

The provision has been modified providing tool allowances for all Journeypersons and Apprentices to be determined based on 1.14% of the top hourly rate of the highest Journeyperson rate (i.e. Mechanic/Machinist). The tool allowance will be as follows:

January 1, 2013: \$813

January 1, 2014: \$830

January 1, 2015: \$852

January 1, 2016: \$875

h) Article C3 - Work Clothing

The provision is modified to provide 50 points every two years for employees to put towards the purchase of prescription safety glasses.

i) Article A9 - Sick Leave

The provision is modified to make sick bank available to part-time Access Transit employees.

j) Article A14 - Vacancies and New Positions

The provision is modified to allow Access Transit operators to use their seniority for bidding on vacancies provided qualifications and abilities are sufficient. This will enable Access Transit employees to be considered for a vacant position before external applicants, give opportunity to Access Transit employees to have transfer rights, and allow permanent Access Transit employees the right to be reinstated to their previous position at the conclusion of a temporary position within ATU.

The provision is also modified to improve the rights of employees impacted by a promotion, demotion or transfer.

PROMOTION

For a permanent employee who receives a promotion, the employee will be placed at the lowest wage step of the new position that results in a higher rate of pay than the employee's current rate of pay.

DEMOTION

For an employee who receives a demotion, the employee will be placed at the maximum wage step of the new position if that maximum rate is below his pre-demotion rate of pay. If the employee's pre-demotion rate of pay is between increment steps of the new position, he/she will be placed at the first increment that gives the employee an increase.

TRANSFER

An employee who is transferred shall continue to maintain the employee's rate of pay and increment date.

k) Article A16 - Banking of Time

The provision is modified to increase the amount overtime and statutory holiday pay employees are allowed to bank. Maintenance would be able to bank overtime hours and employees at Access Transit would be entitled to bank up to 40 hours.

l) Article 42 – Superannuation Plan and Retirement

The Agreement in Principle provides for plan design changes and contribution rate increases with the aim to develop and implement a long term sustainable pension plan. The new benefit structure is supported by fixed contribution rates of up to 9.0% by the City and the employees. The projected contribution rate for 2016 is set at 8.8%.

The Memorandum of Agreement also provides for temporary contribution rate increases of 0.5% annually for a period of six (6) years, if needed, to cover minimum funding requirements as recommended by the Plan Actuary.

4. Outstanding Pension Grievances

The parties have agreed that pension grievance (2014-023) can proceed in the normal course. It is also agreed that pension grievance (2015-000) is withdrawn by the ATU.

5. Administrative (non-substantive) Changes

There are a number of changes that are administrative in nature. They are not substantive changes to the Collective Agreement.