

CUPE Local 181 Ontario Works – Brant (OWB)/Housing Unit

This bargaining unit covers 102 employees engaged in employment, income support, municipal and social housing, and other social services functions as well.

WAGE INCREASES

- 1.25% effective April 1, 2012
- 1.50% effective March 31, 2013
- 1.25% effective March 30, 2014

Implementation of a harmonized benefits plan effective June 1, 2013

HIGHLIGHTS OF SETTLEMENT

1. Merged the seniority list and salary schedule for the former separate OWB and Housing Units and also amended the posting/selection and layoff/recall language to reflect the unified seniority list
2. Developed language to permit the Corporation's eventual transition to a bi-weekly pay period
3. Increased the bereavement leave to five paid days upon the death of immediate family members
4. Amended language to reflect the current practice of not pro-rating vacation for specific absences
5. Established a cap of 3.5 paid days annually for medical appointments
6. Clarified the on-call service list and expanded the number of employees eligible to participate on the rotation roster

CUPE Local 181 Parks, Cemeteries & Recreation Unit

This bargaining unit covers 40 full-time employees as well as seasonal and summer student employees engaged in Parks, Cemeteries, Golf Course and Recreation Maintenance.

WAGE INCREASES

1.25% effective April 1, 2012

1.50% effective March 31, 2013

Implementation of a harmonized benefits plan effective June 1, 2013

HIGHLIGHTS OF SETTLEMENT

1. Parties agreed to a one-year term in order to discuss establishment of a new CUPE-Outside Unit through merging this bargaining unit with the CUPE-Public Works Unit
2. Transitioning six seasonal positions to full-time status to support Harmony Square maintenance and winter control operations in Public Works
3. Developed language to permit the Corporation's eventual transition to a bi-weekly pay period
4. Increased the bereavement leave to five paid days upon the death of immediate family members
5. Increased shift premium from \$0.75 to \$0.90 for shifts outside of 7am to 3 pm
6. Eliminated vacation pay advances
7. Reclassified the pay rates for Lead Hand positions
8. Amended the grievance and arbitration language to provide for mediation
9. Streamlined the scheduling language to introduce 10-hour shifts

CUPE Local 181 Public Works Unit

This bargaining unit covers 60 full-time employees as well as summer student employees engaged in street maintenance and cleaning, winter control, and other Public Works maintenance requirements.

WAGE INCREASES

1.25% effective April 1, 2012

1.50% effective March 31, 2013

Implementation of a harmonized benefits plan effective June 1, 2013

HIGHLIGHTS OF SETTLEMENT

1. Parties agreed to a one-year term in order to discuss establishment of a new CUPE-Outside Unit through merging this bargaining unit with the CUPE-Parks, Cemeteries & Recreation Unit
2. Established wage parity with positions in the CUPE-Parks, Cemeteries & Recreation Unit
3. Agreed to transfer 10 positions responsible for wastewater and stormwater collection to the Water Division of the Environmental Services Department
4. Developed language to permit the Corporation's eventual transition to a bi-weekly pay period
5. Increased the bereavement leave to five paid days upon the death of immediate family members
6. Increased shift premium from \$0.75 to \$0.90 for shifts outside of 7am to 3 pm
7. Implemented language that provides for better clarity regarding the trigger for payment of a meal allowance
8. Increased the tool allowance from \$350 to \$600 for Mechanics and the Welder
9. Eliminated the weekend premium for four (4) identified positions
10. Established a Mechanic Charge Person premium of \$0.45 per hour when the Lead Hand or Supervisor is not on duty
11. Agreed to reimbursement for cost of acquiring, and renewal of, various licenses and certifications

Continued on reverse

12. Established a Winter Control Lead Hand in Charge premium of \$1.50 per hour when a Supervisor is not present to provide direction and decision making
13. Amended the grievance and arbitration language to provide for mediation
14. Amended overtime language to include a "charge" of four hours for refusals to work overtime or inability to be contacted by phone
15. Amended language to allow for request of a medical note to substantiate absences for one day of emergency family illness
16. No change to student wage rates
17. Agreed to pay out frozen sick leave bank for two remaining employees based on accumulation earned prior to December 31, 1984 to clear out this liability