

To: David Creery, Chief Administrative Officer
From: Beth Robson, Director of Human Resources
Re: Ratification of Memorandum of Settlement – CUPE Local 1146 Outside Unit

AIM:

To recommend Council's consideration for ratification of an agreement between the City of Woodstock and C.U.P.E. Local 1146, Outside Unit.

BACKGROUND:

The current contract with CUPE Local 1146 Outside Workers expired on December 31, 2023. The union and management teams met for four days of negotiation, with the first session commencing on March 25th, 2024, and the final session held on March 28th, 2024.

COMMENTS:

The City negotiation team under the direction of the Chief Administrative Officer, David Creery, and Director of Human Resources, Beth Robson, and was represented by Brian Connors, Dan Locke, Adam Arand, Warren Waugh, Breanna Teasdale, and Grant Drygas. Discussions were conducted in an open and professional manner.

The final settlement dealt with pay increases, more inclusive bereavement leaves and language, clothing and boot allowances, Vision, Hearing Aid, Orthodontic, Paramedical, and Psychological Services.

The union held their ratification vote on Tuesday, April 9th, 2024.

Settlement

The settlement is for a three (3) year duration and includes minor language changes to various articles and the following monetary changes.

Wages: (Includes Student Rates)

Retroactive to January 1, 2024 – 3.9% across all wage groups

Retroactive to January 1, 2024 – Student wage \$18.40

Effective January 1, 2025 – 3.5% across all wage groups (including students)

Effective January 1, 2026 – 3.5% across all wage groups (including students)

RECOMMENDATION:

That Woodstock City Council approve compensation and benefit adjustments for 2024, 2025, and 2026 consistent with the Memorandum of Settlement negotiated with C.U.P.E. Local 1146, Outside Unit and that the Mayor and Clerk be authorized sign the Collective Agreement.



Beth Robson
Director of Human Resources



David Creery
Chief Administrative Officer