

To: David Creery, Chief Administrative Officer
From: Beth Robson, Director of Human Resources
Re: Ratification of Memorandum of Settlement – C.U.P.E. Local 1146 Inside Unit

AIM

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

BACKGROUND

The current contract with C.U.P.E. Local 1146 Inside Employees expired December 31, 2023. Management and the Union teams met for two (2) days of negotiations, with the first session commencing on June 17, 2024, and the final session on June 24, 2024.

COMMENTS

The City negotiation team under the direction of the Chief Administrative Officer, David Creery was represented by Harold deHaan, Brian Connors, Darren Hall, Jeffrey Springsted, Lorraine Neal, Danielle Ciccarelli, and Beth Robson.

Discussions were conducted in an open and professional manner.

The final settlement dealt with pay increases and increases in shift premium, clothing and boot allowance, Vision, Orthodontic, Hearing Aids and Paramedical and Psychological services coverage.

The union held their ratification vote on Monday, July 8, 2024.

Settlement

The settlement is for a three (3) year duration and includes language changes to make it more inclusive and the following monetary changes.

Wages:

Retroactive to January 1, 2024 - 3.9% across all wage groups
January 1, 2025 - 3.5% across all wage groups
January 1, 2026 - 3.5 % across all wage groups

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, Inside Unit;

And further that the Mayor and Clerk be authorized to sign the 2024-2026 C.U.P.E. Local 1146, Inside Unit Collective Agreement.

Authored by: Beth Robson, Director of Human Resources

Approved by: David Creery, Chief Administrative Officer