

October 24, 2022

Tentative Agreement Reached

On October 11, a tentative agreement was reached between CUPE Local 500 and the City of Winnipeg. There is no doubt that without the strength and solidarity of our members, this tentative agreement would not have been possible.

Our main goal from the very beginning was to bargain a fair and reasonable wage increase. We believe this tentative agreement has accomplished that goal. Your bargaining committee is **recommending** that members vote yes to accept the offer.

AGREEMENT HIGHLIGHTS

TERM

Four-year agreement, March 1, 2021 to February 28, 2025

EMPLOYMENT SECURITY

"Status Quo" – Provision expires on February 28, 2025

GENERAL WAGE INCREASE

Year 1 – 1.7%* - March 1, 2021

*To be paid retroactively (as necessary) to all employees who are bargaining unit members on the date of ratification.

\$900 Signing Bonus – Every employee who is a member of the bargaining unit on the date that the tentative agreement is ratified shall receive a single payment in the amount of **nine hundred dollars (\$900)** less normal deductions.

Year 2 – 2.5%*

1.0%* effective March 1, 2022

1.5%* effective December 31, 2022

*To be paid retroactively (as necessary) to all employees who are bargaining unit members on the date of ratification.

Year 3 – 3%

1.5% effective March 1, 2023

1.5% effective December 31, 2023

Year 4 – 3%

1.5% effective March 1, 2024

1.5% effective September 1, 2024

SPECIAL WAGE ADJUSTMENT (SWA) FUND #1 - 2023

New LOU to be included in the collective agreement creating a fund of **four hundred thousand dollars (\$400,000) to be used for special wage adjustments** for selected classifications (Concrete finisher, Foreman series, Trades classification and Wastewater treatment operators), beginning January 1, 2023.

SPECIAL WAGE ADJUSTMENT (SWA) FUND #2 - 2024

New LOU to be included in the collective agreement creating a fund of **one million dollars (\$1,000,000) to be used for special wage adjustments** for selected classifications (311 CSRs, Instructor Guards, Recreation Technicians B/C and Library workers and any other classification mutually agreed to between the parties) beginning January 1, 2024.

We would like to thank each of you, our members, for your patience and support while we worked on your behalf to reach an agreement.

**In solidarity,
Your bargaining committee**

**CUPE 500
Bargaining Committee**

Gord Delbridge
President, Local 500

Carmen Prefontaine
Civic Services Unit

Phil Dembicki
Community Services Unit

Nicholas McClurg
Public Works Unit

Madelaine Dwyer
Water and Waste Unit

Rebecca Scott
Member at Large

Jon Shalapata
Member at Large

Alex McClurg
CUPE National Staff

Dale Edmunds
CUPE National Staff

Kevin Carswell
CUPE National Staff

Karen Byzuk
Local 500 Staff

OTHER WAGE AND MONETARY GAINS

ARTICLE 14 – RATES OF PAY

Increase 'Mechanics' wages by \$2.00/hr. over life of CA as follows: Applies to Mechanic Light Vehicle (Job Code 1635), Mechanic Garage 1st Class (Job Code 1621), and Mechanic Lead Heavy Duty Equipment (Job Code 1637)

Increase rates by \$1/hr. effective Jan 1, 2023; Increase rates by \$0.50/hr. March 1, 2024

Increase rates by \$0.50/hr. Sept 1, 2024. Note: GWI will be applied to wages before the special wage adjustment is applied.

ARTICLE 15 – PREMIUM PAYMENTS

Increase shift premium payments to **one dollar and thirty cents (\$1.30)** per hour.

ARTICLE 22 – SICK PAY REGULATIONS

Replace family illness in Article 22-8 with: **New! Three (3) Wellness days/year.**

ARTICLE 28 – LABOUR MANAGEMENT COMMITTEE - Safety Clothing and Equipment

Effective January 1, 2023 the City will arrange to provide eligible employees required to wear safety footwear with an annual **payment of one hundred and forty dollars (\$140).**

ARTICLE 39 – TOOL ALLOWANCE

Increase tool allowances as follows effective January 1, 2022: Mechanic –Garage –First Class/Apprentice from \$400.21 to **\$500** Mechanic Garage -Leading -First Class from \$400.21 to **\$500** Increase tool allowances by **five percent (5%)** for all other classifications.

CHANGES TO ARTICLES/LOU'S AS AGREED TO BY THE PARTIES

- Article 1 Definitions – **Amendments and new definitions**
- Article 3 Respectful Workplace – **Language amendments to definitions**
- Article 6 Classification of Employees – **Appeal board definition added**
- Article 8 Information to be Provided – **City to provide information to union**
- Article 11 Health & Safety – **Amendments to language in 11-1b) and 11-3**
- Article 12 Filling of Vacancies – **Language amendments to 12-9, 12-11 and 12-12**
- Article 13 Discipline - **Language amendments to Article 13-2, 13-4, 13-5 and 13-7**
- Article 14 Rates of Pay – **Language amendments to 14-1b), 14-3 and 14-6**
- Article 16 Paydays and Paycheques – **Language added: 16-4, 16-5 and 16-6**
- Article 18 Overtime – **Amendments to language contained in 18-4 and 18-12**
- Article 19 Notice of Layoff – **Notice period changed from 60 days to 45 days**
- Article 20 Seniority – **Amendments to language in 20-2, 20-3, 20-4 and 20-10**
- Article 22 Sick Leave – **Amendments to 22-1 and 22-14. Housekeeping 22-3 and 22-12**
- Article 24 Paid Public Holidays – **Amendment to 24-4**
- Article 25 Vacations – **Amendments to 25-1, 25-2 and 25-3**
- Article 26 Benefits – **Amendments to 26-1(A), 26-1(B) and 26-1(C)**
- Article 27 Technological Change – **Amendment to 27-3**
- Article 28 Labour Management Committee – **Revised language**
- Article 31 Grievances – **Language amendments to 31-1 - grievance process**
- Article 35 Leave of Absence – **Language amendments to Union, Bereavement, Maternity and Parental Leave. New! Interpersonal Violence and Critical Illness and Injury Leave**
- Article 37 Reasonable Accommodation – **Amendment to 37-7 and housekeeping**
- Article 42 Car Allowance – **Housekeeping**
- Appendix 1 Re: Article 12-4 – **Addition to classifications and housekeeping items**
- Appendix 2 Re: Article 12-2 and 12-6 – **Librarian 1 removed from list**
- Appendix 3 List and Order of Arbitrators – **Replacement of two Arbitrators**
- LOU Deferred Salary Leave – **Housekeeping**
- LOU Change Initiatives – **Housekeeping**
- LOU Seasonal/Temporary Staff – **Amendments/Housekeeping**
- LOU Equity, Diversity and Inclusion – **Language amendments**
- LOU Article 12-3 and Part-time employees – Library Services Division – **Language amendments**
- LOU Respectful Workplace – **Language amendments**
- LOU Flex Benefits - **New**
- LOU Advisory Committee – Labour Market Issues – **New**
- LOU Grievance Process Oversight Committee - **New**
- LOU Special Wage Adjustment Fund (#1 and #2) – **New**
- Renewal of all other current Letter of Understandings