



Staff Report CCS2024-07

Confidential: In-Camera 2024-10-28

Council 2025-01-27

Amendments ☐

Submitted To: Council

Submitted By: Sonya Skinner, Chief Administrative Officer
Amanda Pegg, Executive Director of Customer & Corporate Service

Prepared By: Melissa McCuaig, Human Resources Manager
Peggy Slama, Water & Wastewater Manager

Subject: Collective Agreement By-Law – International Brotherhood of Electrical Workers (Water)

Recommendation

THAT Staff Report CCS2024-07, Collective Agreement By-Law – International Brotherhood of Electrical Workers (Water) be received;

AND FURTHER THAT a By-law to a renewed collective agreement between the Corporation of the Town of Collingwood and International Brotherhood of Electrical Workers (IBEW), Local 636, representing the Water section, for the period September 1, 2024 to August 31, 2028, be enacted and passed this 27th day of January, 2025.

Amendments

None.

1. Executive Summary

The International Brotherhood of Electrical Workers (IBEW) Local 636 represents twelve (12) employees in the Water & Wastewater division, Water (W) section. The previous collective agreement for this group was in effect from September 1, 2021 to August 31, 2024.

The negotiation teams had been meeting since June 2024, and a Memorandum of Settlement (MOS) was agreed upon on October 9, 2024. The IBEW membership ratified the MOS on October 9, 2024, and Council ratified on October 28, 2024.

2. Analysis

Background

The Town's bargaining team takes an approach to bargaining with a vision of maintaining parity amongst the Town's employee groups, wherever practicable, with respect to the total compensation package (e.g., wages, overtime, stand-by, call-ins, vacations, holidays, sick leave, group health benefits, meal allowances, work clothing, safety footwear, bereavement, etc.). Each bargaining unit has their own requests and group-identified priorities, and the Town's bargaining team has its objective of increasing stability and productivity of operations and services to the community while providing fair remuneration to employees for work performed.

Compensation is an inherently sensitive topic, amplified by the current economic climate, with effects on corporate culture, employee engagement, attraction, and retention of staff. Employers, including municipalities, continue to face challenges to find and keep quality employees, especially within market sensitive positions.

The MOS is for a four (4) year agreement covering the period September 1, 2024 to August 31, 2028. The MOS provides for general wage increases over the four-year term of the agreement of 2.75% on September 1 of each year the agreement, plus a one-time lump sum signing bonus upon ratification of \$500 per member.

Financial Impacts

The four (4) year average for the total compensation increases is 2.3% annually.

Impacts in future years will be included in the respective annual operating budgets.

3. Input from Other Sources

The Chief Administrative Officer has been consulted.

4. Applicable Policy or Legislation

Ontario Labour Relations Act, Employment Standards Act, Occupational Health & Safety Act, Town Human Resources Policies

5. Considerations

- ☒ Community Based Strategic Plan: Progresses towards achieving CBSP Goal
- ☐ Services adjusted if any:
- ☐ Climate Change / Sustainability: [Choose an item.](#)
- ☐ Communication / Engagement: [Choose an item.](#)
- ☐ Accessibility / Equity, Diversity, Inclusion: Other:
- ☐ Registered Lobbyist(s) relating to content: [add content and meeting dates]

6. Appendices and Other Resources

None

7. Approval

Prepared By:

Melissa McCuaig, Human Resources Manager

Peggy Slama, Water & Wastewater Manager

Reviewed By:

Amanda Pegg, Executive Director of Customer & Corporate Service

CAO Comments:

Endorsed on Jan. 22, 2024 to proceed to COW