



Managing the Corporation *Employee Services*

Edmonton

Our Union Partners / Collective Bargaining

Kim Armstrong, Deputy City Manager, Employee Services

November 2, 2021

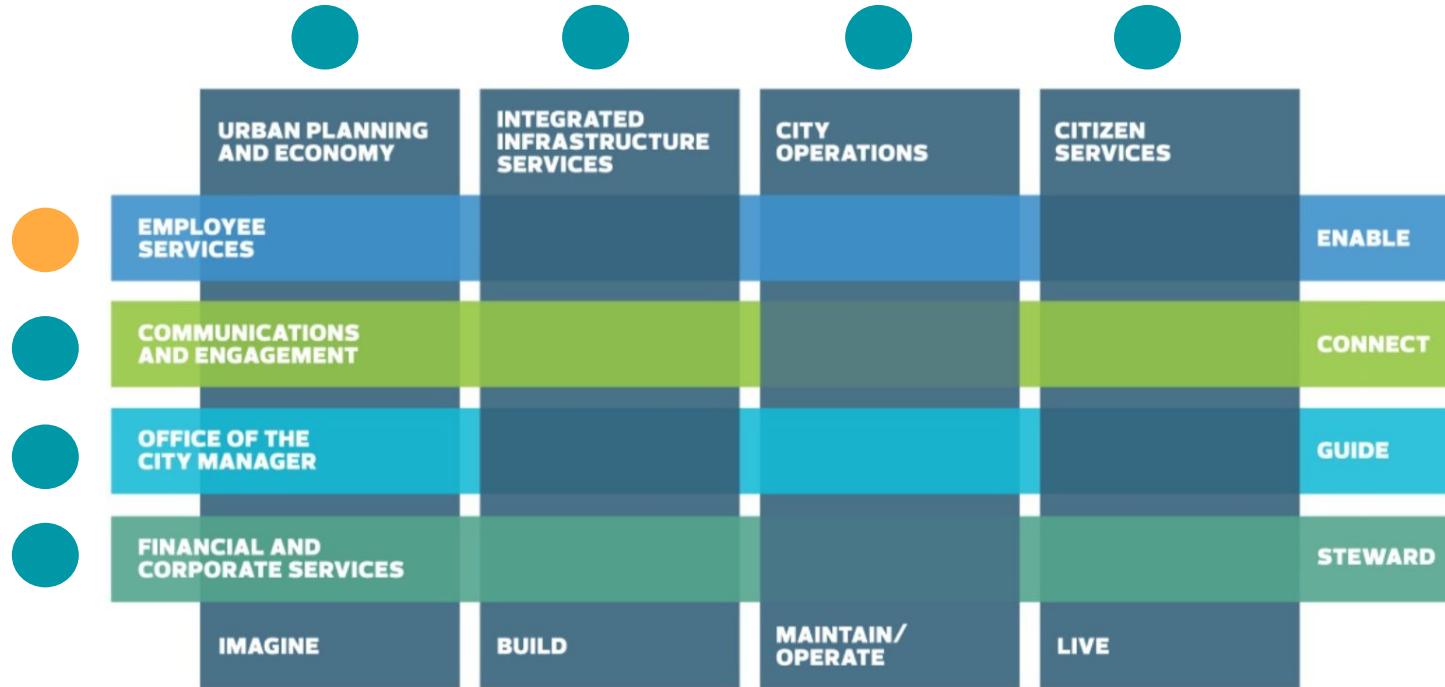
Strategic Wayfinding



Statutory Plan / Bylaw Status

Collective bargaining provides cost certainty
for personnel budgets and the operational
flexibility to deliver on the Corporate
Business Plan

Corporate Wayfinding



 = Lead Department(s)  = Supporting Department(s)

The next 90 days of Collective Bargaining

In the next
30 days...

Collective Bargaining continues with:

- Amalgamated Transit Union (ATU) 569 (Main)
- Canadian Union of Public Employees (CUPE) 30
- Edmonton Fire Fighters Union (EFFU)
- Edmonton Police Association
- Edmonton Senior Police Officers Association

In the next
60 days...

Collective Bargaining begins with the following Unions:

- ATU 569 (DATS)
- Civic Service Union (CSU) 52
- International Brotherhood of Electrical Workers (IBEW) 1007

In the next
90 days...

Collective Bargaining will continue and agreements may be reached.

As key updates are available and decisions are required, Administration will bring forward as in-private agenda items in Council meetings.

Our Union Partners

CUPE Local 30

- Construction, maintenance or repair of buildings, facilities, fleet vehicles and grounds, recreational (lifeguards, zookeepers), waste management, some peace officers, and horticulture management

Civic Service Union 52

- Technical, professional, administrative and clerical work (inside workers' union)

Amalgamated Transit Union 569 - Main (ATU 569)

- Operation, service, and maintenance of public transit system

Our Union Partners

Amalgamated Transit Union 569 - Disabled Adult Transportation Service (ATU 569 - DATS)

- Paratransit service

International Brotherhood of Electrical Workers Local 1007 (IBEW)

- Installation, construction, maintenance, repair and operations of electrical equipment

Edmonton Firefighters Union (EFFU)

- Fire fighting, training, communications, and investigations

**The City of Edmonton is also responsible for negotiating the collective agreements for the Edmonton Police Association and the Edmonton Senior Police Officers Association.*

Labour Relations at the City

- Historically - long term view, value the relationship with the unions as an important stakeholder
- Working Relationship Agreement - in place between City and its unions since September 1998 and reaffirmed in 2016
 - 7 principles that describe collaborative union management relations
- Vast majority of issues and disputes are resolved at the early stages of the grievance process - few advance to Arbitration
- Engage in interest-based negotiations (vs positional bargaining)
- Bargaining has historically resulted in agreements - work stoppages (strike or lockout) have not occurred since the 1980s

Collective Bargaining and Mandate

- Collective Bargaining is a process of determining terms and conditions of employment by agreement between the employer and a group of unionized employees
- The first step in the bargaining process is to establish a mandate.
- A Bargaining “Mandate” is the set of parameters approved by City Council, within which a tentative agreement between the parties may be reached.
- The mandate establishes the [monetary package](#) the City of Edmonton negotiators are approved to work within, and the [desired term](#) of the contracts to be negotiated.

Authority to Collectively Bargain

- The *Municipal Government Act* delegates the authority to enter into and execute collective agreements governing the terms and conditions of employment to the City Manager and their delegates.
- Negotiators in the Employee Relations & Compensation branch of Employee Services have this delegated authority.

Council's Role - Bargaining Mandate

- City Council determines (and amends as required) the Mandate for Collective Bargaining with the City's unions and associations.
- By setting the mandate, Council has a significant influence on the City's **personnel costs**.
- The City's total personnel costs (all Management and unionized staff) comprise approximately 53% of the total budget.
 - About 86% of the total permanent employees are unionized
 - Management group: no salary cost of living increase since 2016.

Stages of Collective Bargaining Process



Council's role:

- City Council **establishes the mandate** (and amends it if necessary over the course of negotiations)
 - Administration conducts negotiations within the approved mandate and provides updates to Executive Leadership Team and Council as required
- Council or Executive Committee **ratifies** tentative agreements for the City

Failure to Achieve a Tentative Agreement

Emergency Services Unions (Fire, Police)

- Mandatory mediation
- No right to strike - a compulsory arbitration board determines the settlement

Civic Unions (CUPE, CSU, IBEW, ATU, DATS)

- Mandatory mediation
- If no settlement, a work stoppage (strike or lockout) could occur

Risk Management

- Contingency planning (in the event of a strike or lockout) has been underway for some time. At present, the City contingency plans for each union group are complete.
- Each plan has two phases:
 - Work stoppage for 2 weeks or less, and
 - Work stoppage for longer than 2 weeks.
- Contingency plans are managed in the business areas and coordinated by the Emergency Operations Centre (EOC).
- The EOC would be operationalized during the Labour Code's 14 day "cooling off" period, which would start if the required Mediation stage breaks down

Thank you.

Kim Armstrong, Deputy City
Manager, Employee Services

Edmonton