



Special Council Meeting

Jubilee Centre Council Chamber
9909 Franklin Avenue, Fort McMurray, AB T9H 2K4

Tuesday, July 31, 2018
11:00 AM

Agenda

1. **Call to Order**
2. **New Business**

- 2.1. CUPE 1505 Collective Bargaining

THAT the Collective agreement with Canadian Union of Public Employees (CUPE) Local 1505 for a three (3) year term from January 1, 2018 – December 31, 2020 be approved.

- 2.2. Rescheduling of August 28 Council Meeting

THAT the August 28, 2018 Council meeting be rescheduled to September 4, 2018.

Adjournment



COUNCIL REPORT

Meeting Date: July 31, 2018

Subject: CUPE 1505 Collective Bargaining

APPROVALS:

Annette Antoniak

Director

Chief Administrative Officer

Recommended Motion:

THAT the Collective agreement with Canadian Union of Public Employees (CUPE) Local 1505 for a three (3) year term from January 1, 2018 – December 31, 2020 be approved.

Summary:

The current collective agreement with the CUPE Local 1505 expired on December 31, 2017 and remains in effect until a new one is approved. CUPE Local 1505 gave written notice to commence bargaining on October 12, 2017. Under the Alberta Labour Relations Act, both parties had a duty to bargain in good faith for a new agreement upon expiry of the current agreement.

Background:

The collective bargaining process began on November 2, 2017 with both parties exchanging proposals. On July 24, 2018 the parties reached a tentative agreement following twenty-five (25) days of bargaining over a period of eight (8) months.

CUPE Local 1505 represents 894 municipal employees in administration, technical, skilled labour and trades classifications.

Wage History (CUPE Local 1505):

Year	Wage Increase (%)
2008	7.00%
2009	5.00%
2010	5.00%
2011	4.00%
2012	3.50%
2013	3.00%
2014	3.00%
2015	3.00%
2016	3.00%
2017	3.00%

2018-2020 Proposed Wage Increase:

Year	Wage Increase (%)
2018	1.50%
2019	1.25%
2020	1.25%
Total Wage Increase over 3 years	4.00%

Economic Outlook for Alberta 2018 onward

The *Conference Board of Canada* Economic Update on June 19, 2018 outlines the following highlights:

- Moderate GDP growth is expected in 2018-19.
- Strong job creation is helping to push wages up, but the unemployment rate will hold well above pre-recession levels for the foreseeable future.
- Business investment will pick up in the coming years but remains at low levels as considerable uncertainty weighs on the oil and gas sector.
- The government has a path to balance the books in 2023-24, but in the interim, the province will accrue a considerable debt burden.

The Conference Board of Canada also projects that oil prices will slowly rise over the long term but will remain below the \$100 per barrel mark until the later years of the forecast. Challenges with exporting oil out of the province will negatively impact near-

term revenues. Across the province wages have been adjusted downward by the recent downturn; however the average worker within Alberta will continue to earn more than the national average over the long term (Source: www.conferenceboard.ca <<http://www.conferenceboard.ca>>).

From 2015 through to present day has forced the Regional Municipality of Wood Buffalo to contemplate realities that no one could reasonably project, including plummeting oil prices in early 2015 forcing both public and private sectors to reprioritize and restructure. In addition to the restructuring, the region was forced into the largest mass evacuation in Canadian history with over 88,000 residents on a mandatory evacuation order due to the Horse Creek wild fires. While the community continues to rebuild two years following the devastation, there remains constant reminders of the destruction of the wild fires and the vulnerability of residing in a northern Alberta community surrounded by forest. The dedication and commitment of our employees during these incredibly stressful times is a true testament to resilience.

Not only has the physical landscape changed within the region, but the region also experienced a change in administration with the introduction of our new CAO, Annette Antoniak in 2016. From the onset of her appointment Ms. Antoniak has strived to improve expenditures and realign the organizational structure within the municipality. Additionally, there have been several new senior leaders introduced into the organization since 2016 due to retirements.

We will continue to work with all stakeholders including CUPE 1505 to foster a positive working relationship and manage our workforce appropriately.

In accordance with the direction of the Regional Council the RMWB bargaining team has successfully achieved a three-year collective agreement with improved language.

Alternatives:

Council could choose to reject the CUPE Local 1505 offer, which was accepted by the RMWB's bargaining team as a tentative agreement and direct the negotiating team to go back to the bargaining table with a revised mandate. However, the recommendation of the RMWB bargaining team is to accept the terms of the proposed collective agreement.

Budget/Financial Implications:

This report complies with the Financial and Strategic Plan.

2018-2020 Wage Increase:

Year	Wage Increase (%)
2018	1.50%
2019	1.25%
2020	1.25%
Total Wage Increase over 3 years	4.00%

Rationale for Recommendation:

The collective agreement is within the mandate approved by Council. Acceptance of the tentative agreement will continue to foster positive labour relations.

Strategic Priorities:

Responsible Government

**COUNCIL REPORT**

Meeting Date: July 31, 2018

Subject: Rescheduling of the August 28, 2018 Council Meeting

APPROVALS:

Annette Antoniak

Director

Chief Administrative Officer

Recommended Motion:

THAT the August 28, 2018 Council meeting be rescheduled to September 4, 2018.

Summary and Background:

Council's summer recess is set by Procedure Bylaw and ends on August 27, 2018. As such, the next regularly scheduled meeting is to occur on August 28, 2018. Because of the school calendars and Labour Day weekend, it's been suggested that the August 28, 2018 Council meeting be rescheduled to occur on September 4, 2018.

Strategic Priorities:

Responsible Government