



A G E N D A



FOR THE *REGULAR MEETING OF RED DEER CITY COUNCIL*

TO BE HELD IN THE COUNCIL CHAMBERS, CITY HALL

WEDNESDAY, DECEMBER 19, 2007

COMMENCING AT 8:00 A.M.



(1) REPORTS

1. Labour Relations Coordinator – *Re: CUPE Memorandum of Agreement in the Negotiations of the Collective Agreement Expiring December 31, 2007*

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Human Resources

DATE: December 17, 2007

TO: City Clerk

FROM: Rachelle Stenhouse, Labour Relations Coordinator
Marge Wray, Human Resources Manager

SUBJECT: CUPE Local 417 Memorandum of Agreement in the Negotiations of the Collective Agreement Expiring December 31, 2007.

EXECUTIVE SUMMARY

On September 10, 2006, The City of Red Deer was served notice by CUPE Local 417 to commence Collective Bargaining to renew the Collective Agreement expiring on December 31, 2007.

The Bargaining Committee for The City of Red Deer entered into negotiations for the renewal of the collective agreement in October of 2007. After six days of negotiations and the completion of the mediation process, the parties signed a Memorandum of Agreement to effect a new Collective Agreement on December 13, 2007.

The Memorandum of Agreement was presented to CUPE members on Tuesday, December 18th, 2007. The MOA was successfully ratified.

NON-MONETARY ITEMS

The bargaining committees negotiated language and amendments to the collective agreement with respect to the following:

- Trial and probationary periods
- Variable Work Schedules
- Banked Overtime
- The Grievance Procedure
- Environmental Services Development opportunities

In addition, there were a number of housekeeping items that the parties addressed during bargaining.

MONETARY ITEMS

December 30, 2007 – 5.5% Annual Wage Adjustment to all classifications
December 28, 2008 – 3.0% Annual Wage Adjustment to all classifications
June 28, 2009 – 2% Annual Wage Adjustment to all classifications



Human Resources

The MOA also contains provisions to move employees of the Collicutt Centre into the Collective Agreement and to enhance entitlements for temporary employees.

RECOMMENDATION

The bargaining committee for The City of Red Deer respectfully recommends that City Council ratify the Memorandum of Agreement signed on Thursday, December 13, 2007.

FILE



Council Decision – December 19, 2007

Legislative & Administrative Services

DATE: December 19, 2007

TO: Rachelle Stenhouse, Labour Relations Coordinator
Marg Wray, Human Resources Manager

FROM: Kelly Kloss, Legislative & Administrative Services Manager

SUBJECT: CUPE Memorandum of Agreement in the Negotiations of the
Collective Agreement Expiring December 31, 2007

Reference Report:

Labour Relations Coordinator, dated December 17, 2007

Resolutions:

"Resolved that Council of the City of Red Deer ratifies the Memorandum of Agreement between The City of Red Deer and CUPE Local 417 signed on December 13, 2007 and as presented to Council on December 19, 2007."

Report Back to Council: No

Comments/Further Action:

A handwritten signature in black ink, appearing to read 'Kelly Kloss'.

Kelly Kloss
Manager

/chk

c City Manager

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Council meeting to discuss labour relations

December 18, 2007

(Red Deer, Alberta) – City Council will hold an extra meeting on Wednesday, December 19 to discuss labour relations.

The meeting is scheduled from 8 to 9 a.m. in Council Chambers at City Hall. Although an hour is set aside for this meeting, it will likely take no longer than 30 minutes.

Media are welcome to attend.

- end -

For more information, contact:

Kelly Kloss
City Clerk
The City of Red Deer
(403) 342-8134

Christine Kenzie

FILE

To: Councillors; Senior Management Team
Cc: Kelly Kloss; Nona Housenga; Rachelle Stenhouse
Subject: Reminder: Council Meeting Scheduled for December 19, 2007

Reminder:

There will be a Council Meeting held on Wednesday, December 19, 2007 commencing at 8:00 A.M. to review labour negotiations. The meeting will be held in Council Chambers.

Please call if you have any questions.

Christine Kenzie, Council Services Coordinator
Legislative & Administrative Services
City of Red Deer
403.342.8201
christine.kenzie@reddeer.ca

Christine Kenzie

FILE

To: Department Heads
Cc: Nona Housenga
Subject: Council Meeting to be held Wednesday, December 19, 2007 - 8:00 A.M.

For your information:

There will be a Council Meeting held on **Wednesday, December 19, 2007 at 8:00 A.M.** in Council Chambers. This meeting is being held to review the CUPE labour negotiations. The intent is that if there is a positive outcome from the CUPE meeting this evening, then that outcome will be taken to the Council meeting on Wednesday. This Council meeting is open to the public and administration.

Christine Kenzie, Council Services Coordinator

Legislative & Administrative Services

City of Red Deer

403.342.8201

christine.kenzie@reddeer.ca

Christine Kenzie

To: Department Heads
Subject: Council Meeting - December 19, 2007 - Ratification of CUPE Memorandum of Agreement
Attachments: Ratification Briefing Note.doc

For your information:

The following resolution was passed by Council at the December 19, 2007 Council meeting held this morning:

"Resolved that Council of the City of Red Deer ratifies the Memorandum of Agreement between The City of Red Deer and CUPE Local 417 signed on December 13, 2007 and as presented to Council on December 19, 2007."

Also attached for your information is a copy of the report from HR that was submitted to Council regarding the ratification of the CUPE Memorandum of Agreement.



Ratification Briefing
Note.doc...

Please call if you have any questions.

Christine Kenzie, Council Services Coordinator
Legislative & Administrative Services
City of Red Deer
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