

A G E N D A

FOR THE *COMMITTEE OF THE WHOLE MEETING*

TO BE HELD ON

MONDAY, June 29, 2009

1. Human Resources Manager and Human Resources Team Lead -
Consulting and Labour Relations - *Re: Mandate for IBEW
Negotiations*
2. Legislative and Administrative Services Manager – *Re: Bill 36 Alberta
Land Stewardship Act* ..1
3. Land & Economic Development Manager and City Solicitor – *Re:
Proposed Expropriation: SE 34-38-27W4 and Plan 8622248 Block A* ..2



DATE: June 25, 2009
TO: City Council
FROM: Elaine Vincent, Legislative & Administrative Services Manager
SUBJECT: Bill 36 – Alberta Land Stewardship Act
Committee of the Whole

Parkland Community Planning Services has provided a report for Council's information on Bill 36 – Alberta Land Stewardship Act elsewhere on this agenda.

Parkland Community Planning Services is committed to continuing to ensure Council is aware of the developments occurring with regard to Bill 36 and the Land-Use Framework. Council might want to consider requesting a representative be appointed to the Red Deer Regional Advisory Council.

The person being considered for the appointment is: Nancy Hackett, City Planning Manager with Parkland Community Planning Services.

Recommendation:

That Council consider appointing Nancy Hackett, Parkland Community Planning Services as the representative to be appointed to the Red Deer Regional Advisory Council and that an advocacy plan be prepared for the changes emerging within the region and province.

Elaine Vincent
Manager



DATE: June 24, 2009

TO: Elaine Vincent, Legislative & Administrative Services Manager

FROM: Howard Thompson, Land & Economic Development Manager

SUBJECT: Proposed Expropriations: SE 34-38-27W4 and Plan 8622248 Block A

On April 6, 2009 Council passed Resolutions approving the issuance of Notice of Intention to Expropriate with respect to the above parcels. The Notices of Intention were duly issued by the City Clerk on April 9, 2009 and subsequently served on the landowners.

Plan 8622248 Block A

In response to the Notice of Intention to expropriate, the solicitor for the owner served on the City a Notice of Objection in which the owner objected to the City's failure to include in the expropriation the access road identified as Area 12 on the attached sketch. The owner feels that if the City is going to acquire the bulk of his parcel, it may as well take it all.

In response to this Objection, City staff have re-examined the proposed taking and have agreed that it would be appropriate for the City to also acquire Area 12 which would otherwise be an orphaned parcel of no real use to the owner.

Recommendation #1: it is recommended that Council pass a Resolution in accordance with the attached draft authorizing the addition of Area 12 to the proposed expropriation.

SE 34-38-27W4

In response to the Notice of Intention to expropriate on this parcel, the solicitor for the owner served on the City a Notice of Objection in which the owner objected to the City's failure to include in the expropriation the parcels identified as Areas 13, 15 and 16 on the attached sketch. The owner feels that the configuration and location of these parcels will be of no value to the owner as a result of the expropriation and wants the City to take these as well.

After re-examination of the scope of the proposed taking, City staff agree that as Area 15 will be orphaned, it would be appropriate for the City to take it as well. However, City administration does not agree that there are compelling reasons for the City to expropriate Areas 13 and 16 at this time. Instead, administration is communicating with the owner's representatives to see whether or not some agreement may be possible with respect to these two parcels.

Recommendation #2: it is recommended that Council pass a Resolution in accordance with the attached draft authorizing the addition of Area 15 to the proposed expropriation.

A handwritten signature in black ink, appearing to read "H. Thompson", with a stylized, flowing script.

Howard Thompson
Land & Economic Development Manager

**THE CITY OF RED DEER
DRAFT RESOLUTIONS**

Date: June 29, 2009

No. 14, p. 109

Moved by Councillor

Seconded by Councillor

"Be it resolved that:

WHEREAS Council for the City of Red Deer previously authorized the taking by way of expropriation of certain portions of the Lands legally described as **SE 34-38-27W4**, the full legal description of which is set out in Schedule A attached;

AND WHEREAS the owner of the said lands has filed an objection to the proposed taking on the basis that the City should acquire additional portions of the said Lands;

THEREFORE, pursuant to its authority under the *Municipal Government Act* and the *Expropriation Act*, and in addition to the areas of land previously approved for expropriation, Council for the City of Red Deer further resolves to take by way of expropriation, for road purposes, an interest in fee simple in the following additional portions of the said Lands, namely:

- (a) Approximately ____ hectares (____ acres) more or less, in the location identified as **Area 15** on the sketch attached as Schedule B hereto, in the lands legally described as SE 34-38-27W4.

City Administration is hereby authorized to comply with all necessary steps required under the *Municipal Government Act* and the *Expropriation Act*, including the issuance of an amended Notice of Intention to expropriate, if required."

Buchanan	Pimm	Watkinson -Zimmer	Veer	Mulder	Wong	Jefferies	Parks	Flewelling
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Carried	Defeated	Withdrawn	Tabled					

☐ For

✓ Against

A Absent

**THE CITY OF RED DEER
DRAFT RESOLUTIONS**

Date: June 29, 2009

No. 15, p. 109

Moved by Councillor

Seconded by Councillor

"Be it resolved that:

WHEREAS Council for the City of Red Deer previously authorized the taking by way of expropriation of certain portions of the Lands legally described as:

Plan 8622248
Block A
Excepting Thereout All Mines and Minerals
Area 2.61 hectares (6.45 acres) more or less
(the "said Lands")

AND WHEREAS the owner of the said Lands has filed an objection to the proposed taking on the basis that the City should acquire the remainder of the said Lands;

THEREFORE, pursuant to its authority under the *Municipal Government Act* and the *Expropriation Act*, and in addition to the areas of land previously approved for expropriation, Council for the City of Red Deer further resolves to take by way of expropriation, an interest in fee simple in all of the said Lands.

City Administration is hereby authorized to comply with all necessary steps required under the *Municipal Government Act* and the *Expropriation Act*, including the issuance of an amended Notice of Intention to expropriate, if required."

Buchanan	Pimm	Watkinson -Zimmer	Veer	Mulder	Wong	Jefferies	Parks	Flewelling
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Carried	Defeated	Withdrawn	Tabled					

☐

For

✓ Against

A Absent

Date:	June 29, 2009
Name of Issue:	IBEW Mediator's Recommended Terms for Settlement
Prepared for:	Craig Curtis, City Manager
Prepared by:	Kristy Svoboda, Labour Relations Coordinator Greg LeBlanc, Acting Human Resource Manager

Issue:

The Employer's response to the Mediator's Recommended Terms of Settlement with the International Brotherhood of Electrical Workers (IBEW) Local 254.

Background:

Negotiations for the renewal of the collective agreement commenced February 24, 2009 and the two parties met over nine (9) days. The bargaining committees negotiated language and amendments with respect to defining a trial period and trial employee, call-outs, safety and fire retardant clothing and designating criteria and schedules for employees to return to the Civic Yards for lunch. Both parties agreed that the bargaining process had been respectful and productive however annual wage adjustments were too far apart to get a Memorandum of Agreement.

Both parties filed for mediation on April 9, 2009 under Section 65(1)(a) of the Labour Relations Code. Mr. Klaus Opatril was appointed as the Mediator.

The Mediator met with the parties on May 27, 2009. The Mediator focused the discussion on the term of the agreement, the wage adjustment and the Letter of Understanding regarding Schedule "B" position evaluations.

The Recommended Terms of Settlement are attached.

Considerations:

On June 1, 2009 Kristy Svoboda provided an update to Council and sought support to proceed with a revised mandate of 4.25% for annual wage adjustments for all classifications, an introduction of Step 2 (4.25% increase) to

Journeyman Lineman, Journeyman Electrician Technician, Power Systems Electrician and Foreman classifications for a one-year contract expiring in 2010.

The ongoing labour/management relationship with IBEW Local 254 continues to be respectful and productive.

Recommendation:

At a meeting of its membership on Wednesday, June 17, 2009 members of IBEW Local 254 accepted the Mediator's Recommended Terms of Settlement.

A review of salaries for this group relative to other mid cities and private utility companies in Alberta reflects that the proposed mediated settlement maintains our average position in the marketplace and is consistent with our overall compensation philosophy.

It is recommended that the Mediator's Terms of Settlement be accepted and ratified by Council.

K. Svoboda
June 29, 2009

Recommended Terms of Settlement

For

City of Red Deer

And

**International Brotherhood of Electrical Workers
Local Union 254**

Issued

June 11, 2009

By

Klaus Opatril, Mediator

1. Article 1 – Term of the Agreement

- A. This Agreement shall be effective as of the 4th day of March 2009 to the 3rd day of March 2010

2. Article 34 – Apprenticeship Scale

Add new Clause C to read as follows:

In addition to following the Apprenticeship Guidelines it is agreed:

- A thirty (30) dollar per day living allowance for each day the Apprentice is attending technical training outside of Red Deer.
- The above financial assistance is only available provided the employee enters into a return service agreement with The City of Red Deer. If the employee resigns prior to one year after accepting the above financial assistance, the employee will be required to reimburse The City of Red Deer the full amount derived from dividing the number of months not served by the twelve (12) month requirement.

3. Article 39 – Tools and Safety Equipment

Clause A – delete from the agreement “FR Hard Hat Liners – as required”

– Add to the agreement “FR Hoodie – 1(one)”

4. Schedule A and B

Continued over

4. The Wage Rates reflect a 4.25% increase over the 2008 Wage Rates and include a new Wage Rate at Step 2 (employees with 12 months service) for the following positions; Line Foreman, Foreman Meters & Substations, Journeyman Lineman, Journeyman Electrician Technician and Power Systems Electrician

SCHEDULE "A"
HOURLY WAGE RATES - TRADES CLASSIFICATIONS
EFFECTIVE MARCH 1, 2009 (for payroll purposes)

JOB TITLE	STEP 1 Rate	STEP 2 12 Mos. Rate	STEP 3 Rate	STEP 4 Rate
LINE FOREMAN	43.24	45.08		
FOREMAN METERS & SUBSTATIONS	43.24	45.08		
JOURNEYMAN LINEMAN	39.27	40.94		
APPRENTICE LINEMAN	23.56	25.53	29.45	33.38
% of Lineman	60%	65%	75%	85%
	1 st Year	2 nd Year	3 rd Year	4 th Year
JOURNEYMAN ELECTRICIAN TECHNICIAN	39.27	40.94		
POWER SYSTEMS ELECTRICIAN	39.27	40.94		
TOOL ROOM & MAINTENANCE PERSON	27.64			
URD UTILITY WORKER	22.58			

All current Employees in the designations of Line Foreman, Foreman Meters & Substations, Journeyman Lineman, Journeyman Electrician Technician and Power Systems Electrician shall be paid at the STEP 2 rate.

4. The Wage Rates reflect a 4.25% increase over the 2008 Wage Rates

SCHEDULE "B"
HOURLY WAGE RATES – NON-TRADES CLASSIFICATIONS
EFFECTIVE MARCH 1, 2009 (for payroll purposes)

JOB TITLE	STEP 1 Start	STEP 2 6 Mos.	STEP 3 18 Mos.	STEP 4 30 Mos.
ELECTRICAL ENGINEERING TECHNOLOGIST	34.84	36.72	38.52	40.38
ELECTRICAL PLANNER	32.48	33.03	34.83	36.72
ELECTRICAL PLANNING ASSISTANT II	26.67	28.12	29.57	31.26
ELECTRICAL PLANNING ASSISTANT I	21.40	22.46	23.65	24.97
ENERGY CLERK	21.40	22.46	23.65	24.97
ELECTRICAL CUST RELATIONS CLERK	18.73	19.93	21.21	

5. Letter of Understanding Schedule "B" Job Classifications shall be signed by the parties and incorporated into the collective agreement section for letters of understanding.

LETTER OF UNDERSTANDING #

between

The City of Red Deer

and

Local 254 IBEW

regarding

SCHEDULE "B" POSITION EVALUATIONS

It is agreed by both parties that an external review will be conducted on the non-trade classifications in Schedule "B". A joint management/union committee will be formed to facilitate the following:

- employ an external job evaluation consultant to review the classifications in Schedule "B" (remunerated by The City);
- consultant to provide findings and recommendations to the committee prior to Jan. 31, 2010;
- changes to increased salary rates would be negotiated in the next round of bargaining; and,
- where, as a result of the evaluation, the wage rate for a position results in a reduction, the incumbent will be 'red circled'.

For The City of Red Deer

For Local 254 IBEW

6. Previously Agreed Items

Items agreed to by the parties prior to mediation form part of this recommendation.



Media Release

June 29, 2009

CITY AND IBEW UNION REACH AGREEMENT

(Red Deer, Alberta)

City Council accepted the Mediator's Recommended Terms of Settlement for a one-year collective agreement with the International Brotherhood of Electrical Workers (IBEW) Local 254 at its June 29, 2009 meeting. IBEW members voted on June 17, 2009 to accept the Terms of Settlement. The agreement is effective March 4, 2009 and runs until March 3, 2010.

The two parties met over nine days of bargaining.

The new agreement will provide an increase of 4.25% for annual wage adjustments for all classifications. In order to remain competitive in this specialized field to other comparable mid-Alberta cities and private utility companies, the new agreement will also see the introduction of a 2nd Step to the salary grid for Journeyman Lineman, Journeyman Electrician Technician, Power Systems Electrician and Foreman classifications.

Negotiations were conducted in a respectful and productive manner.

- end -

For more information contact:

Kristy Svoboda
Labour Relations Coordinator
403-356-8906

Greg LeBlanc
Acting Human Resources Manager
403-342-8153

Kim Woods

From: Elaine Vincent
Sent: June 18, 2009 12:47 PM
To: Kim Woods
Subject: FW: Committee of the Whole - Monday, June 29

FILE COPY

Elaine Vincent
Manager, Legislative and Administrative Services
The City of Red Deer
Phone: 403-342-8134
Fax: 403-346-6195
elaine.vincent@reddeer.ca

From: Greg LeBlanc
Sent: Thursday, June 18, 2009 12:15 PM
To: Elaine Vincent
Cc: Kristy Svoboda
Subject: Committee of the Whole - Monday, June 29

On Monday, June 29, at Committee of the Whole, we need to update Council on IBEW bargaining. Can you please provide time in the schedule?

Greg LeBlanc
Acting HR Manager
The City of Red Deer
403-342-8153



Legislative & Administrative Services

Council Decision – June 29, 2009

DATE: June 30, 2009
TO: Greg Leblanc, Acting Human Resources Manager
FROM: Elaine Vincent, Legislative & Administrative Services Manager
SUBJECT: IBEW Mediator's Recommended Terms for Settlement

FILE COPY

Reference Report:

Acting Human Resources Manager, dated June 29, 2009

Resolution:

"Resolved that Council of the City of Red Deer after considering the report from the Acting Human Resource Manager, dated June 29 2009 Re: City and IBEW Union Reach Agreement hereby adds the item to the Monday June 29, 2009 Council Agenda."

MOTION CARRIED

"Resolved that Council of the City of Red Deer after considering the report from the Acting Human Resource Manager, dated June 29 2009 Re: City and IBEW Union Reach Agreement hereby supports the mediators recommended terms of settlement for resolution of the negotiations with IBEW Local 254."

MOTION CARRIED

Report Back to Council: No.

A handwritten signature in blue ink, appearing to read 'Elaine Vincent'.

Elaine Vincent
Manager

cc: Development Services Director
Community Services Director
Corporate Services Director
Public Works Manager
Financial Services Manager
HRIS Specialist – Administrative Supervisor