



City of Port Colborne
Regular Meeting of Committee of the Whole 13-16
Monday, July 11, 2016 – 6:30 p.m.
Council Chambers, 3rd Floor, 66 Charlotte Street

Addendum

Additional Item(s) for Consideration:

Notes	Item	Description / Recommendation
JDM BB RB	21.	Appendix "A" to Chief Administrative Officer, Report No. 2016-114, Subject: 2016-2020 Canadian Union of Public Employees Contract, Highlights of the Memorandum of Settlement between The Corporation of the City of Port Colborne and The Canadian Union of Public Employees and its Local 155
AD FD YD		
DE BK JM		
		That Appendix "A" to Chief Administrative Officer, Report No. 2016-114, Subject: 2016-2020 Canadian Union of Public Employees Contract, Highlights of the Memorandum of Settlement between The Corporation of the City of Port Colborne and The Canadian Union of Public Employees and its Local 155, be received for information.

This page intentionally left blank.

MEMORANDUM OF SETTLEMENT BETWEEN
THE CORPORATION OF THE CITY OF PORT COLBORNE (THE EMPLOYER)
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 155
(PORT COLBORNE INSIDE AND OUTSIDE UNIT) (THE UNION)

The four-year agreement with CUPE would cover the following changes.

WAGE SETTLEMENT:

All rates of pay in Schedule "A", Wages for both inside, outside and library agreements, shall be adjusted as follows:

Effective April 1, 2016 increase 1.5%
Effective April 1, 2017 increase 1.75%
Effective April 1, 2018 increase 1.5%
Effective April 1, 2019 increase 2.0%

CURRENT BENEFITS:

- (4)
- Green Shield or equivalent plan for extended Health Care Benefits (\$10/\$20 deductible), (\$0.35 deductible prescription drugs).
 - Out of province coverage.
 - Massage coverage of \$20.00 per visit to a maximum of \$240.00 annually.
 - \$75.00 for eye exam coverage every two years.
 - Orthotic replacement to a maximum of \$450.00 every 18 months.
 - Chiropractic coverage of \$20 per visit to a maximum of \$300 annually.
 - Green Shield or equivalent Code 9 Dental Plan - Current ODA rates for all years with rider #2 providing for dentures on the basis of 50-50 co-insurance of \$1,000 maximum per person meaning a maximum claim of \$2,000.
 - Caps and Crowns to a maximum of \$750.00 annually.
 - Bridgework coverage per eligible dependent \$750.00 lifetime.
 - Orthodontics per eligible dependent \$750.00 lifetime.

ADDITIONS:

Effective April 1, 2016

- Eye wear or corrective laser surgery increased to \$450.00 every two years for eye wear or corrective eye laser surgery and \$75.00 for eye exam coverage every two years.
- Hearing aids increased to \$500.00 annually.

Effective April 1, 2017

- Naturopath coverage to a maximum of \$500.00 annually.
- Caps and Crowns increased to a maximum of \$1000.00 annually.
- Orthodontics per eligible dependent increased to \$1000.00 lifetime.

Effective April 1, 2018

- Chiropractic coverage increased to \$30.00 per visit to a maximum of \$500.00 annually.

NEW:

Temporary employees who are hired to work in a permanent position and employer greater than 100 days will be entitled to a safety boot allowance. *Previously no entitlement.*

Letters of discipline or suspensions will remain on file for eighteen (18) months. *Previously twelve (12) months.*

Employees returning to work from pregnancy or parental leave are entitled to receive 2 weeks of paid vacation time at (4%).

The Corporation shall supply safety sunglasses for all employees required to work outside. *Previously no entitlement.*

Safety Boot allowance (\$175.00) in 2016, 2017 and 2018 and up to two hundred (\$200.00) beginning on April 1, 2019 upon submission of appropriate receipts. *Previously \$150.00.*

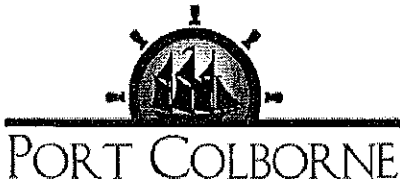
The cost of renewing a DZ license will be covered by the Corporation. *Previously no entitlement.*

Shift premium for an afternoon shift .90 cents, shift premium for a midnight shift \$1.00. *Previously .65 cents and .75 cents.*

Hours of Work for the Municipal Law Enforcement employees - Monday – Sunday with each shift consisting of a minimum of seven hours per day and a maximum of 35 regular hours per week, with two consecutive days off per work week. *Previously Monday – Friday 8:30 am – 4:30 pm.*

Renew Letter of Understanding for a further two years - Hours of Work for the Utility Locate Technician and Water Meter Reader/Repair Monday – Friday 8:00 am – 4:00 pm. *Previously followed a summer schedule of 7:00 am – 3:00 pm from May - October.*

Summer Hours of Work – Operations Staff – 1st Monday in May to the third Friday in September. *Previously 1st Monday in May to the 1st Friday in October.*



City of Port Colborne
Regular Meeting of Council 21-16
Monday, July 11, 2016
following Committee of the Whole Meeting
Council Chambers, 3rd Floor, 66 Charlotte Street

Addendum

Additional Item(s) for Consideration:

Notes	Item	Description / Recommendation
JDM BB RB	21.	Appendix "A" to Chief Administrative Officer, Report No. 2016-114, Subject: 2016-2020 Canadian Union of Public Employees Contract, Highlights of the Memorandum of Settlement between The Corporation of the City of Port Colborne and The Canadian Union of Public Employees and its Local 155
AD FD YD		
DE BK JM		
		That Appendix "A" to Chief Administrative Officer, Report No. 2016-114, Subject: 2016-2020 Canadian Union of Public Employees Contract, Highlights of the Memorandum of Settlement between The Corporation of the City of Port Colborne and The Canadian Union of Public Employees and its Local 155, be received for information.

This page intentionally left blank