

IBEW 1007 – CIVIC Unit Memorandum of Agreement

Information Session
March 2, 2023



Agenda

Bargaining Teams

Memorandum of Agreement

Voting Information

Questions



Bargaining Teams

Union

- Steve Southwood– Business Manager
- Roberta Hykawy – Assistant Business Manager
- Mike Boyd – Assistant Business Manager
- Tamara Porlier – Electrical Contract Inspector;
Executive Board Recording Secretary
- Kevin Shandro, Electrical Foreman – Police / Fire / LRT



Bargaining Teams

City

- Kent Sorochuk, Senior Negotiator, Labour Relations
- Lacey Fortna, Labour Relations Consultant, Labour Relations
- Shona Lizzi, Director of Facility Maintenance Services
- Chad Tattrie, General Supervisor of Maintenance Operations



Union Proposal Index

- U1 Amendment and Termination (3-year term)
- U2 Standby
- U3 Retroactive Pay
- U4 Truth and Reconciliation Day
- U5 Personal and Family Leave
- U6 Boot Subsidy and Protective Clothing
- U7 Safety (LRT and Downtown Core Premium pay)
- U8 New Class Code EPI (Intent agreement to be determined within 6 months)
- U9 Cost of Living Adjustment
- U10 Health and Wellness Account
- U11 Health Care Spending Account
- U12 Letters of Understanding and Addenda
- U13 Hybrid Work From Home (covered in an agreement letter)
- U14 Personal Vehicle Reimbursement Supporting Documents

Red font agreed upon; black font denied



City Proposal Index

- M1 Preamble (Land acknowledgement in CBA)
- M2 Term of Agreement (3 years)
- M3 Gender Based Language
- M4 Retroactive Pay
- M5 Electronic Job Application
- M6 Provincial Driver's License Status
- M7 City's New Job Architecture (withdrawn, just info)
- M8 Income Protection Plan
- M9 Benefits – MDL Language
- M10 Wind-Up of Former Income Replacement Plan (not Bargained)
- M11 LOU #2 – Safety Codes Officer Hours
(not willing to go to 40 hrs; will work on outside of Bargaining)
- M12 LOUs – renew / edit / delete
- M13 Appendix I – Schedule of Wages (1%, 2%, 2%)
- M14 EPCOR Employee Transfer (not for collective bargaining)
- M15 Housekeeping

Red font agreed upon; black font denied



- Three (3) year term:
 - Dec 19, 2021 to Dec 28, 2024
- Wage increases:
 - 2022 – 1% effective Dec 19, 2021
 - 2023 – 2% effective Dec 18, 2022
 - 2024 – 2% effective Dec 17, 2023



IBEW 1007 Proposed vs. CUPE 30 & ATU

ATU 569 – settled March 2022

CUPE 30 – settled June 2022

	IBEW	CUPE	ATU
2020	0.00%	0.00%	0.00%
2021	1.50%	0.00%	0.00%
2022	1.00%	1.00%	1.00%
2023	2.00%	2.00%	2.00%
2024	2.00%	TBD	TBD

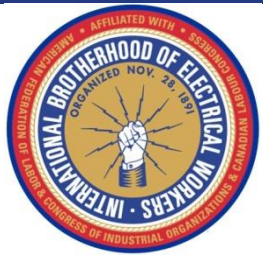


Key Changes

7.02 Retroactive Pay

7.02.01 Employees in the service as of the signing of this Agreement shall be eligible for a retroactive payment of wages only (not any monetary adjustments, unless specifically named) to, December 19, 2021, based on their employment in a class or classes coming within the scope of this Agreement, in accordance with the following:

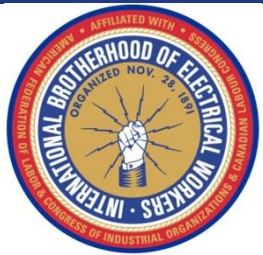
- 7.02.01.01 the percentage increase to the regular rate of pay for paid straight-time hours
- 7.02.01.02 the percentage increase to the overtime rate of pay (regular rate of pay times 2) for hours worked at the overtime or off-day premium;
- 7.02.01.03 the percentage increase to the rate of pay at the existing statutory holiday premium (regular rate of pay times 2) for scheduled hours worked on a statutory holiday;
- 7.02.01.04 the percentage increase to the premium rate of pay at the existing statutory holiday premium (regular rate of pay times 2) for unscheduled hours worked on a statutory holiday.



Key Changes

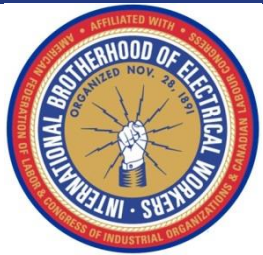
7.02 Retroactive Pay (continued)

7.02.02 Past employees who were in the service between the expiration date of the previous Agreement and the date of the signing of this Agreement shall be entitled to any retroactive adjustment of the regular rate of pay provided in the settlement if they apply for same, in writing, within 60 calendar days of the effective date of the successor Agreement. The effective date of the agreement shall be the first day of the pay period following ratification by both parties.



Key Changes

All signed amendments agreed to during bargaining (attached) to the 2019-2021 collective agreement shall form part of this agreement.



Historical Wage Rates

IBEW 1007 – CIVIC Unit vs. Inflation for the Last 15 Years:

IBEW 1007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total	NET
GWI	5.00%	4.50%	4.50%	2.50%	3.00%	3.00%	2.00%	2.25%	2.75%	2.00% + 1.00%	3.00%	0%	0%	1.00% + 0.5%		37%	7.3%
Inflation Rate %	3.14%	-0.08%	0.10%	2.9%	1.5%	0.9%	1.9%	1.1%	1.4%	1.6%	2.3%	2.0%	0.7%	3.4%	6.8%	29.7%	



Voting Information

Westwood – Main Floor Meeting Room, 12304 - 107 Street
7:00 am – 1:00 pm

South Shop – Main Floor Meeting Room, 9727 - 47 Avenue
7:00 am – 1:00 pm

IBEW Local 1007 Union Hall, 11007 - 84 Street
7:00 am – 5:00 pm

Questions or concerns? Contact the Hall
780-429-1007
admin@ibew1007.org

For updates up to and after the vote,
login to the Members' Portal at www.ibew1007.org



Questions

