



OAKVILLE

## REPORT

COUNCIL MEETING

MEETING DATE: FEBRUARY 29, 2016

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**FROM:** Human Resources Department  
**DATE:** February 22, 2016  
**SUBJECT:** Ratification of CUPE 136 Contract

**LOCATION:**  
**WARD:**

Page 1

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### RECOMMENDATION:

That the Memorandum of Settlement with CUPE Local 136 dated February 22, 2016, be ratified and that the agreement be executed in accordance with By-law 2013-057.

### KEY FACTS:

The following are key points for consideration with respect to this report:

- The members of the outside bargaining unit provide maintenance and the services of various skilled trades to the town's facilities, parks, roads and the town vehicles.
- The collective agreement is consistent with the bargaining framework.
- The settlement is consistent with settlements achieved elsewhere.
- Highlights of the agreement are provided in Confidential Appendix A.

### BACKGROUND:

The Town of Oakville and CUPE Local 136 (the Town's outside workers) have concluded their bargaining on a three-year agreement (February 16, 2016 to February 15, 2019). A memorandum of agreement was signed on February 22, 2016 and is being voted on by the Union on February 29, 2016.

### COMMENT/OPTIONS:

This settlement is in keeping with current economic climate and within the approved budget for economic increases in 2016.

The highlights of the agreement are provided as a confidential appendix in accordance with the provisions of the *Municipal Act* and Council's Procedure By-law which permits labour relations or employee negotiations to be dealt with in a closed meeting session.

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Upon ratification by Council and the Union, the details of the agreement may be released publicly.

**CONSIDERATIONS:**

**(A) PUBLIC**

This memorandum of settlement ensures the continued provision of high quality services in the town of Oakville.

**(B) FINANCIAL**

The financial implications of the new agreement can be accommodated within the approved 2016 Budget

**(C) IMPACT ON OTHER DEPARTMENTS & USERS**

Language clarification improves the administration of the collective agreement and in so doing our day-to-day working relationship with our CUPE Local 136 outside workers across the Community Service Commission in the Town. The settlement ensures Municipal outside services are not interrupted.

**(D) CORPORATE AND/OR DEPARTMENT STRATEGIC GOALS**

This report addresses the corporate strategic goal to:

- be fiscally sustainable
- show respect and commitment to employees

**(E) COMMUNITY SUSTAINABILITY**

N/A

**APPENDICES:**

Distributed under separate cover to the Mayor and Members of Council Only.  
Confidential Appendix A –Settlement Highlights.

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