



For Public Release

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Dept: People, Innovation & Collaboration Services

Labour Negotiations (Verbal) 2020 April 27

Confidential
A. Smith

CITY OF CALGARY
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IN COUNCIL *BRUNGER*
Boalbrook
APR 27 2020
#14.21 C2020-0500

ITEM:
CITY CLERK'S DEPARTMENT

C2020-0500
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Agenda

1. Police Interest Arbitration Award Issued April 2020 (2018-2020)
2. Implication of Police Interest Arbitration Award
3. Considerations
4. Recommendations on Wage Offer
5. How are Wage Freezes and Wage Rollbacks Achieved?



Police Interest Arbitration Award

- Arbitrator Tettensor, issued Police Award, April 2020.
Three year term: 2018 (0%); 2019 (1.5%) and 2020 (1.5%)
- Followed the Fire Interest Arbitration Award, issued September 2019. Two year term: 2018 (0%) and 2019 (1.5%)
- Arbitrator considered:
 - City of Calgary non-emergency settlements:
2018 (0%); 2019 (0%) and 2020 (1.5%)
 - Our dominant comparator, Edmonton Police:
2018 (2%); 2019 (.5%) and 2020 (1.5%.) and major Western Canadian Settlement.



Implications of Police Interest Arbitration Award

- Currently in negotiations with SPOA and IAFF.
- Interest expressed in receiving 1.5% for 2020 applying the recent Police Award.
- What should the City offer all unions for negotiations commencing in the fall 2020?



Considerations

- We do not know the long term affects of COVID 19 on City finances.
- Retirement Allowance—all Unions were advised of the elimination of this benefit, although each Union has an opportunity to bargain the continuation of the Retirement Allowance into their respective agreements. We will not reach agreement with either SPOA or IAFF on the elimination of the Retirement Allowance. This means we will be proceeding to Interest Arbitration on this issue.



Considerations – Cont'd

- If this is the case, The City should keep its options open to also argue the financial impact of COVID 19.
- For consistency, if The City is considering either a wage freeze or wage rollbacks for all other Unions when negotiations commence in the fall of 2020, The City should not agree to a wage increase of 1.5% for either SPOA or IAFF for 2020.



Recommendations


Recommendations:

- The City should not voluntarily agree to a 1.5% increase for either SPOA or IAFF.
- A mandate will be required for upcoming negotiations in the fall.
- The City's wage proposal for all other Unions will form the basis for the City's offer to SPOA and IAFF.




How are Wage Freezes or Wage Rollbacks Achieved?

OPTIONS

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- A thick red arrow pointing downwards, positioned to the left of the list items.
- Unions/Associations voluntarily agree to either a wage freeze or a rollback.
 - The City agrees there will be no lay offs for the term of the collective agreement if the Unions/Association agree to a wage freeze or rollback.
 - Once The City is in a legal position to lockout employees, a lockout is used to force the Unions/Associations to agree to the City's wage offer.



How are Wage Freezes or Wage Rollbacks Achieved? Cont'd

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- Lockouts do not apply to Police or Fire as The City cannot lockout and nor can these Unions strike. This will also likely be true for the 911 Operators. Fire, Police and 911 proceed to Interest Arbitration.
 - By locking out Employees, the existing Collective Agreement ceases to apply.



How are Wage Freezes or Wage Rollbacks Achieved? Cont'd

- A lockout is imposed on all employees (other than Fire, Police or 911). When the lockout ends, the employees are presented with an offer to return to work on the basis of The City's final offer, which is either a wage freeze or a rollback of some percentage amount. Some employees will accept this offer and return to work, others will decline and will remain locked out.
- In response to this, the Unions/Associations may choose to engage in some form of strike action.