

<b>To:</b>	Warden Milne and Members of Grey County Council
<b>Committee Date:</b>	October 24, 2024
<b>Subject / Report No:</b>	HRR-CW-04-24
<b>Title:</b>	Results of Collective Bargaining between Grey Gables, Lee Manor and OPSEU Local 299
<b>Prepared by:</b>	Jennifer Moreau, Director of Human Resources
<b>Reviewed by:</b>	Kim Wingrove, Chief Administrative Officer
<b>Lower Tier(s) Affected:</b>	

## Recommendation

1. That Report HRR-CW-04-24 regarding the results of Collective Bargaining between Grey Gables, Lee Manor and OPSEU Local 299 be received; and
2. That County Council ratify and approve the recommendations of the bargaining team between County of Grey and OPSEU Local 299 to bind the new Collective Agreements; and
3. That the Warden and Clerk be authorized to sign and bind the new Collective Agreements as ratified ahead of Council approval as per Section 26.6 (b) of the Procedural By-Law; and
4. That County Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes.

## Executive Summary

The Collective agreements between the County of Grey and OPSEU Local 299 Grey Gables and Lee Manor expired on December 31, 2023.

In January, 2024, negotiations were entered into with the OPSEU Local 299 bargaining team and County staff in order to exchange proposals for the renewal of their agreement. The parties met on thirteen separate occasions and concluded with a tentative agreement being signed on October 3, 2024.

# Background and Discussion

On January 25, 2024 staff received direction as per Staff Report HRR-CW-01-24 to enter into contract negotiations for a renewal of the Collective Agreement that expired on December 31, 2023.

Lee Manor Long Term Care is a 150 bed home in City of Owen Sound. It has 237 unionized staff members, 84 full-time and 153 part-time. Grey Gables Long Term Care is a 66 bed home in Markdale. It has 139 unionized staff members, 46 full-time, and 93 part-time. These staff members include personal support workers (PSWs), Registered Practical Nurses (RPNs), food service workers (FSWs), cooks, recreationists, housekeepers, maintenance and laundry workers. These OPSEU staff members are the frontline support that provide resident care that meets the needs of our residents and their families.

During this round of bargaining, it was the intent of management and our union partners to begin the process of having one consolidated collective agreement for both homes. The parties have ended this round of bargaining with agreed to central language for both homes that will form a central agreement. Local language particular to the efficient functioning of each home such as scheduling, and hours of work remain in place.

The union and management bargaining teams met for a series of twelve bargaining dates over the course of the past ten months. On October 3<sup>rd</sup> 2024 parties entered into a formal conciliation with a Ministry of Labour assigned Conciliation Officer. With the assistance of a Conciliation Officer the parties signed a Memorandum of Settlement to be recommended for ratification to union members and Council.

## Legislated Requirements

Labour Relations Act, 1995

Hospital Labour Disputes Arbitration Act, 1990

## Financial and Resource Implications

The financial impact of the bargaining of recommendations is as follows:

Grey Gables	Year 1 (2024)	\$249,100
Lee Manor	Year 1 (2024)	\$597,460
Grey Gables	Year 2 (2025)	\$291,980
Lee Manor	Year 2 (2025)	\$168,800

## Relevant Consultation

Internal

Jennifer Cornell, Director of Long-Term Care

Geraldine Cole, Labour Relations Manager

Shannon Cox, Executive Director – Grey Gables

Tolleen Parkin, Executive Director – Lee Manor

Markus Hawco, Manager Finance, Long Term Care

External

Dan McPherson, Labour Consultant, LTC – Bass and Associates

## Appendices and Attachments

None.