

# Important Bargaining Update

As shared in our last Bargaining Update, your Local 38 Bargaining Team applied for provincially-appointed Mediation services to assist in moving towards a fair and equitable agreement with the City.

Following a full day of mediation on Thursday, June 16, 2022, your Bargaining Team has reached a settlement with the City, pending a final vote from the Local 38 membership. Here's what to expect:

## What are the details of the new agreement?

The new agreement includes the following items:

- Monetary package:
  - 2021: 1.5% as of pay period 2 January 2021
  - 2022: 1.5% as of pay period 1 2022
  - 2023: 2% as of pay period 1 2023
  - As part of this package, retro pay for current employees will be payable by the City
- A formalized work from home agreement and guidelines
- Addition of Truth and Reconciliation Day (September 30) to the list of statutory holidays observed by the City

New Letters of Understanding related to certain work groups within the City have also been agreed upon, including:

- Work From Home Agreement
- Survey Crews, Field Surveying Services - Recall
- Survey Crews, Field Surveying Services – Overtime
- Legislative Advisors, City Clerks – Non-standard Hours
- Assessor Career Series

All other pre-existing Letters of Understanding in the Collective Agreement have been re-signed, with some amended.

## When will the Local 38 membership vote on this agreement?

A virtual ratification vote is expected to be held in June 2022. Details are currently being finalized and will be communicated to Local 38 members when available.

For those members who do not have access to a computer, an in-person voting option will be arranged.

## Where can I find out more?

Virtual information sessions will be held by Local 38 for Members to learn more about the details of the agreement prior to the ratification vote.

More information will be shared when a schedule has been confirmed.