

# Grand River Conservation Authority

**Report number:** GM-12-21-95

**Date:** December 17, 2021

**To:** Members of the Grand River Conservation Authority

**Subject:** Labour Relations – Collective Agreement Negotiations

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## **Recommendation:**

THAT an ad-hoc committee be formed, called the Labour Relations Steering Committee, comprised of the Chair, the Vice-Chair and one other to be named by the General Membership, and the Chief Administrative Officer;

AND THAT the role of this steering committee will be to provide direction to the management negotiating team, regarding the negotiation of a new Collective Agreement effective January 1, 2022.

## **Summary:**

Not applicable

## **Report:**

The current collective agreement between the Grand River Conservation Authority (GRCA) and OPSEU Local 259 expires on December 31, 2021. GRCA received notice of the union's intention to bargain on October 6, 2021.

In 2018, negotiations included five meetings between management and the union between April 23 and June 18, 2018 with an additional meeting date for conciliation with the Ministry of Labour on August 9, 2018. The GRCA Board ratified the agreement on August 24, 2018 and the OPSEU membership ratified the agreement on August 28, 2018. The settlement reached was four years in length (2018-2021) with the following provisions: wage rate increases for all grades in each of the four years (2018-2021), market adjustment wage rate increases for specific job grades phased-in over four years, one (1) additional personal day per year for regular full-time and seasonal employees (minimum 5 month working season), and standby pay increased from \$30/day to \$35/day effective January 1, 2019.

The GRCA management team has appointed a negotiating team made up of the following individuals:

Krista Bunn – Manager of Human Resources  
Karen Armstrong – Deputy CAO/ Secretary-Treasurer  
Sonja Radoja – Manager of Corporate Services  
Pam Walther-Mabee – Manager of Conservation Area Operations  
David Francis – Lawyer/partner, Mathews, Dinsdale & Clark

This team will represent Grand River Conservation Authority in the negotiations, in accordance with direction received from the Labour Relations Steering Committee. The Negotiating Team will meet with the Steering Committee as required. Formal updates on the progress of negotiations may be provided in periodic Labour Relations Reports to the Board. The General Membership will vote to ratify a new agreement at a monthly General Meeting or a special meeting, if required.

**Financial Implications:**

The draft 2022 budget includes a provision for labour relations and legal costs.

**Other Department Considerations:**

The management negotiating team has been selected to ensure that the team possesses the required expertise and knowledge of issues of interest to the union as well as human resources and compensation issues. A lawyer will also participate on the management negotiating team.

**Prepared by:**

Krista Bunn  
Manager of Human Resources

**Approved by:**

Karen Armstrong  
Deputy CAO, Secretary-Treasurer