



March 24, 2025

City Council Committee Report

To: Kyle Attanasio, CAO

Fr: Roberta Marsh, Director Human Resource, Risk, & Insurance

Re: Collective Agreement between the Corporation of the City of Kenora and Canadian Union of Public Employees (CUPE) Local 191

Recommendation:

That Council hereby approve the Collective Agreement between the Corporation of the City of Kenora and the Canadian Union of Public Employees (CUPE) Local 191; and further

That three readings be given to a bylaw to execute the Collective Agreement.

Background:

An agreement was reached between the Corporation of the City of Kenora and CUPE LOCAL 191 for the term of two (2) years, January 1, 2024 – December 31, 2025. The Memorandum of Settlement is now ready for execution by bylaw.

The Collective Agreement will be updated to reflect the approved amendments as agreed to by Memorandum of Settlement and a new Collective Agreement will be prepared upon Council ratification.

Budget: Amendment has been made to the 2025 operating budget to fund the incremental costs for 2024 and 2025. The 2025 budget will reflect the approved increases for those years.

Risk Analysis: All risks associated with the expiry of the 2020 – 2023 Collective Agreement between the two parties, have now been mitigated.

Communication Plan/Notice By-law Requirements: Circulation of the new Collective Agreement to CUPE and all City Managers and Supervisors along with appropriate review and training in its administration will be provided.

Strategic Plan or other Guiding Document:

City of Kenora Charting Our Course 2027 - 2022-2027 Strategic Plan
Focus Area 4 Service Delivery and Organizational Capacity
Goal 4.2 Maximize human capacity and capability.