
City of Kenora and CUPE | Employer Proposal

From Grant R. Nuttall <Grant-Nuttall@hicksmorley.com>

Date Fri 3/7/2025 7:38 PM

To Devin Klassen <dklassen@cupe.ca>

Cc Roberta Marsh <rmarsh@kenora.ca>; Michael Maddock <mmaddock@cupe.ca>; Jayson Pykerman <191pres@tbaytel.net>

 4 attachments (629 KB)

Employer Proposal - Offer for Tentative Agreement - March 7 2025 at 735pm.DOCX; 2024 Labour Market Implementation - Option 2.pdf; Management Proposal - B8 Monetary.DOCX; APPENDIX G - MOA Article 22.01.PDF;

Good evening,

Please find attached the Employer's offer on a two year deal which reflects the Union's desire to keep the collective agreement largely the same and allows for the parties to finish Joint Job Evaluation in 2025.

In the alternative, the Employer is prepared to agree to the attached 2024 LM Implementation along with the Employer's B8 Monetary proposal and Appendix G – MOA Article 22.01.

Thank you,
Grant



Grant R. Nuttall (he/him)

Grant-Nuttall@hicksmorley.com

t: 416.864.7262 | m: 647.355.4907

Hicks Morley Hamilton Stewart Storie LLP

77 King St W., 39th Floor, Box 371, TD Centre, Toronto, ON M5K 1K8

[Website](#) | [Twitter](#) | [LinkedIn](#)

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Employer Comprehensive Proposal

March 7, 2025 at 7:35pm CST

The Employer proposes the following as a package to reach a tentative agreement – all proposals not mentioned or previously agreed would be withdrawn without prejudice:

12.01 Hours of Work ~~Operations~~ Engineering and Infrastructure

Unless otherwise stipulated below, the regular hours of work for The Engineering and Infrastructure ~~Operations~~ Department shall consist of eight (8) hour ~~tours-of duty~~ shifts between the hours of 8:00 a.m. and 4:30 p.m., with a minimum one-half hour unpaid lunch break, Monday to Friday inclusive. For the purpose of the foregoing, the work week shall commence on the first shift immediately following an employee's regularly scheduled two (2) consecutive days off. When it is necessary to temporarily establish or temporarily reschedule shifts, forty- eight (48) hours' notice shall be given by the Corporation to the employees concerned. These shifts will consist of either five shifts of eight (8) hours or four shifts of ten (10) hours between the hours of 4:00 a.m. and 9:00 p.m.

The procedure for assignment to the scheduled shifts will be voluntary first. If no volunteers sign up, the junior qualified employee will be scheduled.

Facility Maintenance Coordinator

The regular hours of work for the Facility Maintenance Coordinator are Monday to Friday, inclusive, between the hours of 8:00 a.m. and 4:30 p.m. with a one-half hour unpaid lunch break.

[Remainder of 12.01 and 12.05 as in the current collective agreement]

[Editorial note: The amendments agreed to in Article 12.05 re Pool / Aquatic Staff, Custodian, Part-Time Custodian, and Facility Maintenance Coordinator (Carpenter) would still be updated]

22.01 Classifications and Wage Schedules

2024 – 3.50%

2025 – 3.00%

ARTICLE 23.01 – DURATION

This Agreement shall be binding and remain in effect from January 1st, ~~2020~~ **2024** to December 31st, ~~2023~~ **2025**, and shall continue from year to year thereafter unless either party gives to the other party notice in writing within the period of ninety (90) days prior to December 31st in any year that it desires its termination or amendment.

Letters of Understanding to sign/re-sign

- LOU - Joint Benefits Committee – **sign**
- RE: City Hall Part-Time Cashier – **re-sign**
- RE: Hours of Work City Office Staff – **re-sign**
- Hours of Work Transfer Site Attendant – **re-sign**