



**Corporation of the Town of Ingersoll
Council Agenda
Special Meeting of Council
Town Centre, Council Chambers
Friday, September 12, 2014, 12:00 p.m.**

Call to Order

Disclosures of Pecuniary Interest

Special Staff Reports

- 1) Memorandum of Agreement, Collective Bargaining Contract Agreements [A-129-14](#)
- 2) GM Extension of Lease Agreement [D-130-14](#)

Consideration of By-Laws

- 1) [By-Law 14-4775](#) – To authorize the execution of an agreement with Canadian Union of Public Employees, Local No. 107 - Parks and Recreation

Upcoming Council Meeting

**Regular Meeting
Tuesday, October 14, 2014, 6:00 p.m.
Town Centre, Council Chambers**

Adjournment



DEPARTMENT: Chief Administrative Officer

REPORT NO: A-129-14

COUNCIL MEETING DATE: September 12th, 2014

TITLE: Council Ratification Collective Agreement – Parks and Recreation

OBJECTIVE

To receive Council support for the ratification of the Memorandum of Agreement between the Corporation of the Town of Ingersoll and Canadian Union of Public Works Local 107 – Parks and Recreation

BACKGROUND

As Council is aware negotiations have been ongoing since the expiry of the current collective agreement on June 30th 2014.

On September 3rd, 2014 a tentative agreement was reached between the Corporation and Union bargaining committees.

The Union conducted a ratification vote on September 10th, 2014 whereby the members ratified the agreement.

Staff is now recommending that Council ratify the memorandum of agreement and finalize the renewal of the Collective agreement between the parties.

ANALYSIS

The memorandum of agreement is attached for Council's information.

INTERDEPARTMENTAL IMPLICATIONS

The terms and conditions are compatible with the changes that have been made for non-unionized staff.

The collective bargaining negotiations with Public Works remains ongoing.

FINANCIAL IMPLICATIONS

This settlement falls within the approved 2014 budget allocations and allows for financial planning over the next three years..

RECOMMENDATION

That the Council of the Corporation of the Town of Ingersoll hereby ratify the Memorandum of Agreement dated September 3rd, 2014 between the Corporation and the Canadian Union of Public Employees Local 107 – Parks and Recreation

ATTACHMENT

Memorandum of Agreement

Prepared by: William J. Tigert, Chief Administrative Officer

Memorandum of Agreement

Between

The Corporation of the Town of Ingersoll

And

**Canadian Union of Public Employees
Local No. 107 – Parks and Recreation**

Amendments to the Collective Agreement

Article 22 Health and Welfare

Major Medical and Dental

1. Implement a \$10.00 capped dispensing fee on prescription medications.
2. Implement Sun life's generic or lowest priced equivalent drug , unless otherwise prescribed by a physician.
3. Replace private room hospitalization with semi-private coverage.
4. Implement a 9 month dental exams, maintain 6 months for dependents under 18.
5. Implement an annual cap for physiotherapy to \$750 per person per year.

Retirement Benefits

Article 22.03

New added clause numbered a (iii)

New employees hired after July 1st 2014.

The Town will pay 100% of the premium cost of approved benefits to retired employee's in receipt of an OMERS pension (and who are at least 55 years of age), up to the age of sixty five (65). Effective July 1st, 2014 any new employees hired must have a minimum of twenty (20) years' service with the Town in order to be eligible for this benefit.

Article 23 Duration
23.01 – 3 Year Term

Schedule A
1% July 1st, 2014
1% July 1st, 2015
1.5% July 1st, 2016


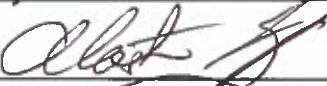


Letter of Understanding

Re: Elimination of Administrative Coordinator Position VPCC
Replacement Position Secretary/Receptionist VPCC

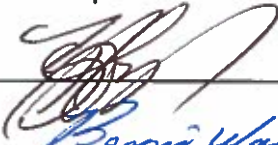
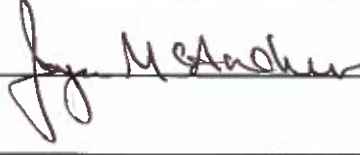
Agree to eliminate the Title of Secretary/Receptionist and move individual to Title of Administrative Coordinator with corresponding compensation.

Dated this day of September, 2014 at Ingersoll Ontario.

Canadian Union of Public Employees

The Corporation of the Town of Ingersoll


Bonnie Ward




DEPARTMENT: Economic Development

REPORT NO: D - 130/14

COUNCIL MEETING DATE: September 12, 2014

TITLE: GM Extension of Lease Agreement

OBJECTIVE

To obtain Council's permission to prepare the lease agreement for the extension of the lease with GM Canada on Suzuki House and CAMI flyer soccer park.

BACKGROUND

On January 24, 2014 the Town wrote a letter requesting that GM Canada consider extending the lease at the CAMI flyer Soccer Park and Suzuki House. The lease which is currently in effect is set to expire December 31, 2020.

ANALYSIS

Staff has worked with GM through this process and we now have confirmation that GM is willing to commence an early renewal of the lease for a further 10 year term on both facilities.

This is not a renegotiation of the current lease in place, this is the early exercise of an option to renew the lease for a further 10 years. Therefore the terms of the existing lease would remain in place until December 31, 2020 when the lease extension would then come into effect.

This 10 year extension was contemplated in the original lease agreement, however it is the only extension that was contemplated in that agreement. Therefore this lease extension is a temporary solution for these facilities and not something that we may not reasonably expect to achieve again in the future.

Although this lease extension is not a permanent solution for either of these facilities, it is a positive resolution to the present situation and will provide the Town with ample time to plan, budget and implement a permanent solution.

INTERDEPARTMENTAL IMPLICATIONS

Parks Department to update their planning to take into account the new expiration date of the lease.

FINANCIAL IMPLICATIONS

Overheads on both facilities will remain roughly constant through the extended lease period however all further capital expenditures on both facilities should be reviewed to ensure they are compatible with the remaining term on the lease.

Operating costs and capital needs will have to be closely monitored to balance the cost of the existing facility versus the cost of transitioning to a new permanent solution.

RECOMMENDATION

That the report D-130/14 be received as information

And further that staff be given direction to negotiate and prepare the necessary agreements for the extension of the lease and bring the agreement to Council for authorization as soon as practicable.

ATTACHMENTS

Prepared by: Kale Brown, Director of Economic Development

Approved by: William Tigert, CAO



**CORPORATION OF THE TOWN OF INGERSOLL
BY-LAW NO. 14-4775**

A by-law to authorize the execution of an agreement between The Corporation of the Town of Ingersoll and Canadian Union of Public Employees Local No. 107 – Parks and Recreation

WHEREAS the Town of Ingersoll are desirous of entering into an agreement with Canadian Union of Public Employees Local No. 107 – Parks and Recreation.

NOW THEREFORE the Council of The Corporation of The Town of Ingersoll enacts as follows:

1. That the Mayor and Clerk are hereby authorized to execute an agreement between the Town and Canadian Union of Public Employees Local No. 107 – Parks and Recreation for the purposes of a an amendment to the Collective Agreement, and to affix the seal of the Corporation of the Town of Ingersoll thereto.
2. That a copy of the said agreement in substantially the same form shall be annexed to and form part of this by-law.

READ a first and second time in Open Council this 12th day of September, 2014.

READ a third time in Open Council and passed this 12th day of September, 2014.

Edward (Ted) Comiskey, Mayor

Michael Graves, Clerk

Memorandum of Agreement

Between

The Corporation of the Town of Ingersoll

And

**Canadian Union of Public Employees
Local No. 107 – Parks and Recreation**

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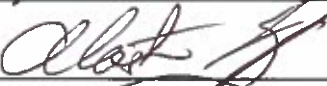


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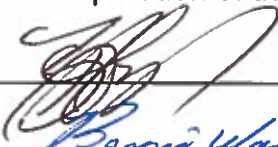
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Canadian Union of Public Employees

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