



## **STAFF REPORT**

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**Meeting Date: February 26, 2024**

**Title: IBEW Collective Bargaining 2024**

**Prepared By: Marcy Warren**

**Department:** Human Resources

**Report Number: HR-2024-001**

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### **Recommendation:**

That City Council enact the by-law to authorize and empower the Mayor and Clerk of The City of Dryden to sign a Memorandum of Agreement between The Corporation of The City of Dryden and the Members of the International Brotherhood of Electrical Workers (I.B.E.W.) Local 1730.

### **Background:**

The IBEW Local Union 1730 collective agreement expired on December 31, 2023. Bargaining began on January 9<sup>th</sup>, 2024 and a tentative agreement was reached on January 10<sup>th</sup>, 2024.

The tentative agreement was presented to the bargaining unit membership on February 12<sup>th</sup>, 2024, where it was accepted by the members.

### **Discussion:**

The following are the more significant terms of the tentative agreement:

1. Four (4) year term – January 1, 2024, to December 31, 2027
2. Wage Grid Increases– January 1, 2024 – 6.0%  
January 1, 2025 – 4.0%  
January 1, 2026 – 3.0%  
January 1, 2027 – 3.0%
3. Specific Position Rate Adjustments Totaling 2.77%
4. Annual Vacation with Pay

- Three (3) weeks pro-rated from date of hire changed from two (2) weeks.
- Six (6) weeks of vacation after twenty (20) years of service changed from twenty-one (21) years.
- 5. Enhanced dental to include major restorative and orthodontics.
- 6. Benefits
  - 90% ER-10% EE - Co-Pay
  - Employees over 65 years of age, the City will cover 90% cost of premiums for Health, Dental and Life.
- 7. Sick Leave with Pay – Reduced the cap from 200 days to 120 days for newly hired employees.
- 8. Safety Boot Allowance
  - Increase from \$200 annually to \$250 annually
  - Increase from \$125 annually to \$150 annually for Wastewater/Water Treatment Plant employees
- 9. Meal Allowance – Increase from \$15.00 to \$20.00

There were other contract language changes that needed to be cleaned up that have no monetary values associated with them.

**Financial Implications:**

The items and amounts listed above are within the approved budgeted amounts for the 2024 year.