



CITY OF CALGARY
RECEIVED
IN COUNCIL CHAMBER

JUN 15 2020

ITEM: 13.2 C2020-0714
DISTRIBUTION
CITY CLERK'S DEPARTMENT

Report Number: C2020-0714

Meeting: Combined Meeting of Council

Meeting Date: 2020 June 15

NOTICE OF MOTION

RE: Union Wage Contract Negotiations 2021-2022

Sponsoring Councillor(s): Ward Sutherland, Jeff Davison, Diane Colley-Urquhart, Jyoti Gondek, Peter Demong, Joe Magliocca, Sean Chu, Ray Jones, Shane Keating, and George Chahal

WHEREAS wage contracts for several unions end December 31, 2020 and negotiations between City of Calgary and unions regarding up-coming contracts will begin in the near future;

AND WHEREAS City Council must consider significant future economic forecasting which contemplates the previous slowing of economic recovery in Calgary, as well as the current Covid-19 negative economic impact;

AND WHEREAS certain unions were previously asked by council to consider the economic factors in our City and to voluntarily agree not accept the contract 1.5% wage increase, and instead to voluntarily agree to a 0% for 2020;

AND WHEREAS certain unions decided not to accept council's previous request, which resulted in a \$26M increase to the annual operating budget (\$24M tax-funded and \$2 rate-funded);

AND WHEREAS the compounding burden of the current economic headwinds, combined with the Covid-19 crisis, will add significant financial pressures to the City of Calgary;

AND WHEREAS the various City of Calgary Unions have seen compounded wage adjustments since 2014 exceed compounded CPI inflation by roughly 1.5 to 2.5%;

AND WHEREAS City of Calgary management do not receive bonuses, received no wage increases over the last 4 years, and have seen compounded wage adjustments since 2014 fall roughly 4% below compounded inflation;

AND WHEREAS Council has demonstrated leadership by volunteering to "0%" wage adjustments and have seen compounded wage adjustments since 2014 fall roughly 5% below compounded inflation;

AND WHEREAS City of Calgary union and exempt staff salaries and benefits are being reviewed this year as part of the Total Compensation Review;

AND WHEREAS Councillor Remuneration (including pension) is being reviewed this year by the Council Review Committee for the next election term 2021-2024.

NOW THEREFORE, BE IT RESOLVED that Council direct:

1. The City Manager to communicate with the City of Calgary Unions that Calgarians require them to be part of the solution to addressing The City's fiscal challenges currently being experienced and that lie ahead due to the compounding negative financial implications of COVID-19;
2. Administration to return in July for a decision on the 2021 indicative tax rate to meet the service and financial goals and targets of The City in a time of recovery and resiliency, with a view to our longer-term financial sustainability; and
3. Administration report back to Council in September with a negotiation strategy to help address our fiscal challenges through collective bargaining.

