



REPORT OF COUNCIL-IN-COMMITTEE

For City Council – November 28, 2022

From: Office of the City Clerk

Date: Monday, November 28, 2022

Title: Police Contract (UBC 911)

Description:

Council-in-Committee, at its session held on November 28, 2022 considered an administrative report from the Deputy Chief Administrative Officer which requested Council approval and authorization of the Memorandum of Understanding between the City and the Fredericton Police Union (UBC 911)

The City of Fredericton has six workforce bargaining units: Outside workers (CUPE Local 508), Inside Workers (CUPE 1709), Transit workers (CUPE 1783), Professional/technical workers (CUPE 3864), Fire (IAFF 1053) and Police (UBC 911).

UBC represents 104 employees in 2022 and 110 in 2023 (108 approved and 2 over compliment). The remaining employees in the department are non-bargaining or part of other unions. The current Collective Agreement with Police (UBC 911) expired at the end of December 2020. Negotiations spanned 12 days in June, August, September, October and November using interest-based negotiations.

The negotiation teams have tentatively agreed to the attached Memorandum of Agreement (MOA) which highlights the changes in the collective agreement with UBC 911. The MOA requires Council approval and the authorization of Mayor and City Clerk to sign the collective agreement. Below are highlights of the Memorandum of Agreement:

- Term – 4 years, January 1, 2021 – December 31, 2024.
- Addition of Family Day and Truth and Reconciliation Day to statutory list of holidays
- Definition of immediate family changed to be more inclusive
- Addition of Domestic/Initiative/Sexual Violence Leave
- Changes to the promotional process
- New approach to training.
- Increase in Benefit Spending Allowance (BSA) as per the table below:

2021	2022	2023	2024
\$210	\$295 upon signing	\$295	\$305

- Annual wage adjustment for the contract duration based on City policy, which is the yearly New Brunswick Consumer Price Index average calculated from May 1 to April 30 of the previous year:

2021	2022	2023	2024
1.6%	0.53%	5.38%	NBCPI

The Committee directed that the following resolution be forwarded to City Council for consideration:

BE IT RESOLVED that the Council of the City of Fredericton approves the Memorandum of Agreement with UBC 911 and authorizes the Mayor and City Clerk to execute the collective agreement between the City of Fredericton and the Fredericton Police Union (UBC 911) commencing January 1, 2021 and ending December 31, 2024.

Report Approval Details

Document Title:	Report of CIC - Police Contract (UBC 911) - Nov 28 2022.docx
Attachments:	- Memorandum of Agreement - November 2022-4.docx
Final Approval Date:	Nov 28, 2022

This report and all of its attachments were approved and signed as outlined below:

Hart, Steven