

**THE CITY OF OTTAWA**

- and -

**THE OTTAWA-CARLETON PUBLIC EMPLOYEES' UNION LOCAL 503**

**(Respecting specific Part-Time employees within the Recreation, Cultural and Facility Services Department (Recreation and Culture))**

IN THE MATTER OF THE RENEWAL OF A COLLECTIVE AGREEMENT WHICH  
EXPIRED ON DECEMBER 31, 2019

BOARD OF ARBITRATION

Michelle Flaherty – Chair  
Kathryn Butler Malette – Employer Nominee  
Joe Herbert – Union Nominee

APPEARANCES FOR THE EMPLOYER:

Sébastien Huard, Legal Counsel, Emond Harnden LLP  
Paula Campbell, Director of Research, Emond Harnden LLP  
Sabina Veltri, Research Lawyer, Emond Harnden LLP  
Jo-Anne Delorme, Program Manager, Labour Relations, City of Ottawa  
Fraser Allan, Manager, Total Rewards, City of Ottawa  
Cleo Boucher, Labour Relations Consultant, City of Ottawa  
Kari Keays, Program Manager, RCFS Employee Admin & Training  
Luc Lavictoire, Program Manager, Comm. Recreation East Programs  
Natalie Ollson, Program Manager, Comm. Recreation Core Programs  
Michelle Morrissey, Associate Director

**APPEARANCES FOR THE UNION:**

Samantha Lamb, Legal Counsel, Jewitt McLuckie & Associates LLP  
 Alison Longmore, Legal Counsel, Jewitt McLuckie & Associates LLP  
 James Watson, President, CUPE, Local 503  
 Allison Reilly, CUPE National Representative

**INTERIM AWARD**

We have been appointed pursuant to Article 28 of the collective agreement between the parties that expired on December 31, 2019 to adjudicate upon the issues in dispute between the parties in regard to the renewal of the collective agreement.

The parties have agreed to a five (5) year renewal term, from January 1, 2020 to December 31, 2024.

The Board hereby orders economic increases as follows:

- Effective 1 January 2020 – 1.8%; and
- Effective 1 January 2021 – 1.5%.

The Board hereby orders that Appendix D be replaced as follows, effective December 31, 2021:

**Effective December 31, 2021****Appendix D  
JOB TITLES**

<b>Pay Band</b>	<b>Job Key</b>	<b>Job Title</b>
<b>1</b>	10027392	Attendant, Recreation & Culture
	10027393	Service Representative I
	10106991	Assistant, Recreation Facility & Program*
<b>2</b>	10027394	Program Leader, Recreation
	10027395	Program Leader, Arts
	10027396	Program Leader, Inclusive Recreation
	10027398	Program Leader, Sports
	10060307	Public Skating Attendant
	10102329	Cardio/Weight Room Attendant*
	10027400	Customer Service Representative 2
<b>3</b>	10027401	Coord, Recreation & Culture Activities

	10027402	Recreation Coord, Inclusive Recreation
	10027403	Counselor, Inclusive Recreation
<b>4</b>	10027407	Lifeguard
	10114419	Movie Screen Operator
<b>5</b>		N/A
<b>6</b>	10027409	Specialist, Introductory Sport
	10027413	Instructor, Introductory Arts
	10027414	Specialist, Collections
	10027415	Specialist, Heritage
	10027416	Specialist, Arts
	10027417	Supervisor, Recreation Program
	10027419	House Facilitator
	10027420	Supervisor, Box Office
	10027422	Youth & Child Care Worker, Inclusive Rec
	10109844	PRCS Training Instructor*
<b>7</b>	10027448	Instructor, Aquatics
<b>8</b>	10027408	Lifeguard/Instructor, Head
	10107920	Electronic Timing System Operator (Aqua)*
<b>A</b>	10027423	Specialist, Intermediate Sport
	10027424	Instructor, Intermediate Arts
	10027425	Specialist, Collections Conservation
	10027426	Specialist, Heritage Programming
	10027427	Trainer, Personal Fitness
	10027428	Program Specialist, Arts
	10027432	Specialist, Therapeutic Recreation
	10027433	Instructor, Inclusive Recreation
	10027434	Instructor, Advanced Aquatic Program
	10027435	Instructor, Fitness
	10027436	Supervisor, Aquatics
	10109845	PRCS Advanced Training Instructor*
	10111759	PRCS Logistics Coordinator
	10120421	Aquafitness Instructor
<b>B</b>	10027438	Specialist, Advanced Sport
	10027439	Instructor, Advanced Arts
	10027440	Prg Admin, Collections Conservation
	10027442	Program Administrator, Arts
	10027443	Instructor, Specialized Fitness
	10027444	Program Administrator, Public Art
	10027446	Specialized Aquafitness Instructor
	10027447	RPN, Inclusive Recreation

Note: Pay bands of jobs and job titles list above are subject to change through the Job Evaluation process

\* Pending formal rating

The Board hereby orders that the salary schedule in Appendix E be amended as follows, effective December 31, 2021:

<b>PART TIME RECREATION &amp; CULTURE SALARY SCHEDULE</b>				
<b>CITY OF OTTAWA</b>				
<b>EFFECTIVE DECEMBER 31<sup>ST</sup>, 2021</b>				
<b>Band</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>			\$ 15.000	\$ 15.309
<b>2</b>	\$ 15.000	\$ 15.149	\$ 15.545	\$ 15.878
<b>3</b>	\$ 15.324	\$ 15.705	\$ 16.134	\$ 16.545
<b>4</b>	\$ 15.926	\$ 16.325	\$ 16.751	\$ 17.180
<b>5</b>	\$ 16.545	\$ 16.973	\$ 17.417	\$ 17.895
<b>6</b>	\$ 17.970	\$ 18.779	\$ 19.920	\$ 21.184
<b>7</b>	\$ 19.905	\$ 20.394	\$ 20.934	\$ 21.474
<b>8</b>	\$ 21.488	\$ 22.091	\$ 22.679	\$ 23.232
<b>A</b>	\$ 20.651	\$ 22.156	\$ 26.307	\$ 30.157
<b>B</b>	\$ 29.223	\$ 31.900	\$ 36.609	\$ 39.159

The placement of an employee in the Pay Band above will be at the rate closest to but not less than employee's present rate not to exceed the maximum of the new Pay Band.

The Board hereby orders an economic increase of 1.75% effective 1 January 2022.

As a result of the increase to the minimum wage effective October 1, 2022, the resulting salary schedule as of October 1, 2022 shall be as follows:

<b>TIME RECREATION &amp; CULTURE SALARY SCHEDULE</b>				
<b>EFFECTIVE OCTOBER 1<sup>ST</sup>, 2022</b>				
<b>Band</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>			\$ 15.500	\$ 15.818
<b>2</b>	\$ 15.500	\$ 15.653	\$ 16.062	\$ 16.406
<b>3</b>	\$ 15.834	\$ 16.228	\$ 16.670	\$ 17.096
<b>4</b>	\$ 16.456	\$ 16.868	\$ 17.308	\$ 17.752
<b>5</b>	\$ 17.096	\$ 17.538	\$ 17.997	\$ 18.490
<b>6</b>	\$ 18.567	\$ 19.404	\$ 20.583	\$ 21.889
<b>7</b>	\$ 20.567	\$ 21.073	\$ 21.630	\$ 22.189
<b>8</b>	\$ 22.203	\$ 22.826	\$ 23.434	\$ 24.005
<b>A</b>	\$ 21.338	\$ 22.893	\$ 27.182	\$ 31.161
<b>B</b>	\$ 30.195	\$ 32.961	\$ 37.827	\$ 40.462

Economic increases will retroactively apply to every eligible member of the bargaining unit in receipt of wages during the retroactive period.


Implementation of the new rates of pay and payment of retroactive adjustments for economic increases effective January 1, 2020 and January 1, 2021 will take effect no later than ninety (90) days from the date of this award.

Implementation of the new rates of pay and payment of retroactive adjustments for the adjusted salary schedule effective December 31, 2021, the economic increases effective January 1, 2022, and the amendments to the pay grid effective October 1, 2022 will take effect no later than one hundred and twenty (120) days from the date of this award.

The economic increases set out in this award are all-inclusive. There shall be no further economic increases or wage adjustments for the years set out herein.

We remain seized.

DATED in Ottawa, Ontario this 15<sup>th</sup> day of December, 2022.

DocuSigned by:  
  
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Michelle Flaherty, Chair

"Kathryn Butler Malette"

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Kathryn Butler Malette – Employer Nominee

"Joe Herbert"

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Joe Herbert – Union Nominee