



City of Moose Jaw

COMMUNICATION # CC-2019-0147

TITLE: Hicks Morley, Hamilton, Stewart Payments
TO: City Council
FROM: Fire Department & Department of Human Resource Services
DATE: August 15, 2019
PUBLIC: PUBLIC DOCUMENT

RECOMMENDATION

THAT this report be received and filed.

TOPIC AND PURPOSE

The purpose of this report is to provide answers to questions that were asked in respect to the 2018 Public Accounts at the July 22, 2019 regular meeting of City Council.

DISCUSSION

At the July 22, 2019 Council meeting, City Council asked several questions which required additional research in order to provide an answer.

1. How many payments has the City made to Hicks, Morley, Hamilton, Stewart in regard to Labour Board disputes and what were the outcomes?

There have been three Labour Relations Board (LRB) disputes that the City has engaged Hicks, Morley, Hamilton, Stewart.

On March 28, 29, 2016 the City defended an Unfair Labour Practice charge at the Labour Relations Board which had been filed by the Moose Jaw Firefighters' Association. Mr. Edward O'Dwyer represented the City. On June 17, 2016 the LRB wrote a decision that the City had committed an Unfair Labour Practice and were directed to negotiate a resolve with the Fire Association. The parties, however, had negotiated a resolve to all outstanding issues on June 14, 2016 prior to the LRB decision. The costs associated with this file amounted to \$24,011.83

On February 27, 28, 2018 the City presented to the LRB a Certification Order Amendment application. Mr. Edward O'Dwyer represented the City. At the conclusion of a one-year interim term, the Moose Jaw Firefighters' Association challenged the scope lines of the Assistant Chief position. The hearing was adjourned *sine die* as the LRB indicated, based on evidence heard, that the City had not demonstrated the Assistant Chief positions were out-of-scope of the Union. The costs associated with this file amounted to \$17,937.08.

On May 23 & 24, 2018 and July 4, 2018 the City defended another Unfair Labour Practice charge at the LRB filed by the Moose Jaw Firefighters' Association. The City was represented by Mr. John Saunders.

The City, following the February LRB hearing, created a new supervisory model and opted for a two-officer supervisory model. In doing so the City elected to eliminate the Assistant Chief positions. To date, the LRB has not yet rendered its decision leaving the Fire Department in limbo with respect to implementation of the two-officer supervisory model. The costs associated with this file amounted to \$44,839.71

Any confidential information could be discussed in camera at the next scheduled Personnel Committee meeting.

2. Also, what was the 2017 Payment?

There were miscellaneous costs of \$518.70 in 2017 to Hicks, Morley, Hamilton, Stewart in regard to Labour Board disputes.

PRESENTATION

VERBAL: The Director of Human Resource Services and the Fire Chief will be in attendance to present a verbal overview of the report.

REPORT APPROVAL

Written by: Al Bromley, Director, Human Resource Services
Rod Montgomery, Fire Chief
Reviewed by: Tracy Wittke, Assistant City Clerk
Approved by: Jim Puffalt, City Manager

To be completed by the Clerk's Department only.

Presented to Regular Council or Executive Committee on _____.

No. _____ Resolution No. _____

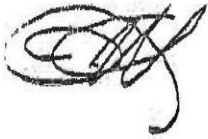
Report Approval Details

Document Title:	Hicks Morley Hamilton Stewart Payments - CC-2019-0147.docx
Attachments:	
Final Approval Date:	Aug 20, 2019

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



Tracy Wittke - Aug 19, 2019 - 5:29 AM



Jim Puffalt - Aug 19, 2019 - 10:10 PM



Fraser Tolmie - Aug 20, 2019 - 11:18 AM