



Administrative Report

To: Warden MacDonald and Members of Essex County Council

From: Kyla Pritiko, J.D., Director, Human Resources

Date: Wednesday, August 6, 2025

Subject: Ratification of CUPE 860 and ONA Collective Agreements

Report #: 2025-0806-HR-R08-KP

Purpose

The purpose of this report is to advise County Council that Administration successfully negotiated collective agreements with Canadian Union of Public Employees, Local 860 ("**CUPE 860**") and the Ontario Nurses Association, Local 8 ("**ONA**"), both of which were recently ratified by the respective bargaining unit members, and to recommend that County Council approve associated By-law 2025-31 to enact the collective agreements.

Background

On April 2, 2025, Council approved total compensation parameters for CUPE 860 following consideration of Report 2025-0402-HR-R03-KP. Bargaining committees for both the County and CUPE 860 subsequently negotiated a collective agreement for the period of April 1, 2025 to March 31, 2028. This agreement was successfully concluded within the parameters previously approved by Council and was ratified by the CUPE 860 membership on May 16, 2025.

On June 18, 2025, Council approved total compensation parameters for ONA following consideration of Report 2025-0618-HR-R06-KP. Negotiations with ONA resulted in a collective agreement for the term of April 1, 2023 to March 31, 2025. This agreement was also reached within the parameters authorized by Council and was ratified by the ONA membership on July 3, 2025.

Discussion

The negotiation process with both unions was productive and respectful, with both sides working toward practical solutions. The resulting agreements reflect Council's approved compensation strategies and include wage increases along with a few updates to contract language that support both operational needs and employee engagement.

For CUPE 860, the agreement also includes minor adjustments to benefits and workplace practices to help with recruitment and retention. The ONA agreement, which is retroactive, brings the County in line with sector norms for long-term care and supports day-to-day operations at Sun Parlor Home.

Overall, both agreements were reached within the Council approved parameters.

Financial Implications

There are no new financial impacts beyond what was outlined in the earlier reports to Council (2025-0402-HR-R03-KP for CUPE 860 and 2025-0618-HR-R06-KP for ONA). The costs related to these agreements were already approved by Council.

Consultations

N/A

Strategic Plan Alignment

Working as Team Essex County	Growing as Leaders in Public Service Excellence	Building a Regional Powerhouse
<input type="checkbox"/> Scaling Sustainable Services through Innovation <input checked="" type="checkbox"/> Focusing “Team Essex County” for Results <input type="checkbox"/> Advocating for Essex County’s Fair Share	<input checked="" type="checkbox"/> Being an Employer with Impact <input type="checkbox"/> A Government Working for the People <input checked="" type="checkbox"/> Promoting Transparency and Awareness	<input type="checkbox"/> Providing Reliable Infrastructure for Partners <input type="checkbox"/> Supporting Dynamic and Thriving Communities Across the County <input type="checkbox"/> Harmonizing Action for Growth <input type="checkbox"/> Advancing Truth and Reconciliation

Recommendation

That Essex County Council receive report number 2025-0806-HR-R08-KP, Ratification of CUPE 860 and ONA Collective Agreements as information; and, that the Warden and Clerk be authorized to execute the associated by-law at the appropriate time.

Approvals

Respectfully Submitted,

Kyla Pritiko

Kyla Pritiko, Director, Human Resources

Concurred With,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer

Appendix	Title
N/A	N/A