

MONTHLY REPORT – April 2019

Human Resources department

Date: April 16, 2019

Submitted by: Dominique Dussault, Human Resources Director

Achievements

- First meeting with the Canadian Union of Public Employees (CUPE) local 1026 for the maintenance of pay equity.
- Analysis of paid time off and overtime hours of selected departments
- File preparation to initiate collective negotiations in order to renew collective agreements that are expired or about to expire.

Work-in-progress

In April 2019 there was a new conciliation day with CUPE local 1026. The Employer presented a final offer; the Union executive had that offer voted by members. We received notification that the offer was refused and we are currently waiting for next steps.

Related to negotiations and in our continuous improvement strategy, various cost centers related to time off and overtime were started in order to present sound strategies to improve operational efficiency.

Professional development

None

Upcoming activities and projects

Grievances meetings with different unions
Onboarding of new employees
Review of training requirements across the organisation

Monthly statistics

Changes to headcount

- New employees: two (2) part-time status
- Termination of employment: none

Recruitment

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|-----------------------|--|
| Posting completed : | Communications Coordinator (3 rd posting) – filled Clerk III, Clerk Services – filled By-law Officer - filled |
| Continuous postings : | Lifeguard Instructor Volunteer Firefighter Barman |
| Current posting : | Operator, environment services Clerk, Public Works (temporary replacement) |

Submitted by Dominique Dussault, Human Resources Director

Approved by Daniel Gatien

Chief Administrative Officer