



## **MEDIA RELEASE**

### **Town of Midland reaches long-term agreements with various unionized employee groups**

#### ***FOR IMMEDIATE RELEASE***

(MIDLAND, ON) – The Town of Midland has reached a negotiated settlement with two (2) of its major unionized employee groups. Five (5) year deals with both the Ontario Public Service Employees Union Local 328 (representing the Town’s Operations, Water and Wastewater, and Utility Billing employees) and the International Brotherhood of Electrical Workers Local 636 (representing the Town’s Administrative and Technical employees). Both agreements provide benefit enhancements and wage increases of 2.5% (2019); 1% (2020); 1.75% (2021); 1.75% (2022) and 1.75% (2023). The Collective Bargaining process modernized elements of the contract language, including a commitment to implement internal / pay equity following the Lean Six Sigma work process improvements, and the legal rights of the employee bargaining units in the event of future amalgamations.

The Town and the Midland Professional Firefighters Association (MPFA) were unable to reach a negotiated settlement following the expiry of the last agreement, December 31, 2016. Following mediation arbitration was held April 10, 2019, whereby both parties provided extensive written submissions. Arbitrator Jules B. Bloch, on June 7, 2019, issued an Arbitration Award for five (5) years granting MPFA minor benefit enhancements consistent with similar agreements across the province and 2.75% increases for each of the years 2017, 2018 and 2019. For the remaining two years (2020 and 2021) the award means a split increase with 1.5% being awarded in January and 1.25% in July in each year. The Arbitration Board remains seized, and the parties will meet to develop a letter of understanding on drug benefits by August 30, 2019.

The Town’s Director of Human Resources and Health & Safety, Laura Yourkin, reported out the results of the negotiations to Council reflecting upon the desire to move the organization forward through the process improvement initiatives (Lean Six Sigma) which were addressed in the newly negotiated agreements. The process review exercise was a recommendation arising from the Service Delivery Review initiative approved by the former council and supported by the new council in their strategic planning exercise.



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