

COM40A

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## **New agreement with its management employees Châteauguay has launched a change to its organizational culture**

**Châteauguay, September 1, 2021** – Municipal Councillors at Ville de Châteauguay adopted a ten-year agreement on working conditions for its management employees (January 1, 2021 to December 31, 2031) at the council meeting held on Monday, August 16, 2021.

According to the terms of the agreement adopted by 96% of the Association's members, a compensation structure has now been implemented to ensure internal job equity based on the external reference market. After a comprehensive assessment of jobs and market analysis, an audit report drawn up by an independent external resource confirmed the accuracy of the assessment conducted. The settlement includes the revision of collective insurance cover and allocation, and normalization of leave banks. Some working conditions of public safety management employees have also been revised to establish compensation targets after an assessment of total compensation. The agreement will enable management employees' compensation to be managed in a transparent, clear and objective manner.

Ville de Châteauguay, like many other cities, suffers from a manpower shortage and is faced with major recruitment challenges. The lack of agreement on working conditions of management employees for six years harmed the attractiveness of the organization and conveyed a message of instability which needed to be remedied.

The recent nomination of Caroline Dumouchel as Director of Human Resources and the arrival of Me Karl Sacha Langlois as City Manager have brought a wind of change to Châteauguay and a vision which, according to all parties involved, is driving the organization towards a positive working environment and constructive discussions that are promising for future orientations.

"This agreement clearly establishes Ville de Châteauguay's intention to team up with its managers to ensure healthy, competent and effective management, while maintaining good relations with its management employees.", explained Pierre-Paul Routhier, Mayor of Châteauguay.

"It was important for me from day one at Ville de Châteauguay that the organization recognized that its management employees are leading allies in accomplishing its mission, pursuing its goals and ensuring effective operations. Now, we can look ahead and work together while ensuring stability on our team and promoting coordination, constructive dialogue, solidarity and team management principles.", stated Me Karl Sacha Langlois, City Manager.

"I would like to thank our City Manager, Me Karl Sacha Langlois, who has made this issue his priority on taking office.", observed the chairman of the Association des employés-cadres de la Ville, Mathieu Chartrand. This agreement puts an end to the climate of dissatisfaction which had developed in the organization and we see a promising and convening future for all our teams."



The previous agreement expired on December 31, 2016.

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