

[Guide to City Council Minutes](#)

**MINUTES OF A SPECIAL MEETING
OF THE COUNCIL OF THE
CITY OF TORONTO**

TUESDAY, OCTOBER 5, 1999

City Council met in the Council Chamber, City Hall, Toronto.

CALL TO ORDER

S11.1 Mayor Lastman took the Chair and called the Members to order.

NOTICE OF SPECIAL MEETING

S11.2 Mayor Lastman read the following Notice of Special Meeting:

“Pursuant to the authority granted under Section 5 of the Council Procedural By-law, this Special Meeting of City Council is called for the following purposes:

- (a) to receive a confidential presentation by the Chief Administrative Officer on a collective agreement between the City of Toronto and Toronto Civic Employees’ Union, Local 416, Canadian Union of Public Employees;
- (b) to consider a confidential report from the Acting Commissioner of Corporate Services pertaining to a collective agreement between the City of Toronto and Toronto Civic Employees’ Union, Local 416, Canadian Union of Public Employees, and other related issues; and
- (c) to consider and enact a Bill to confirm the proceedings of this Special Meeting.”

S11.3 DECLARATIONS OF INTEREST

Councillor Ashton declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that his wife is employed by the City of Toronto.

Councillor Balkissoon declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that his daughter is employed by a Member of Council.

Councillor Cho declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that a member of his family is an employee in his office.

Councillor Gardner declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that a member of his office staff is a relative.

Councillor Kelly declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that his wife is employed as his Executive Assistant.

Councillor Shiner declared his interest in those portions of the matter before this Special Meeting of Council pertaining to employee salaries and benefits, in that a member of his family is a employee in his office.

S11.4 IN-CAMERA MEETING SESSION OF THE COMMITTEE OF THE WHOLE

Motion:

Deputy Mayor Ootes moved that Council now resolve into Committee of the Whole and recess to meet privately, in order to receive a confidential presentation and consider confidential reports submitted to Council pertaining to a collective agreement between the City of Toronto and Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees, and other related issues, in accordance with the provisions of the Municipal Act.

Vote:

The motion by Deputy Mayor Ootes carried.

Council resolved itself into Committee of the Whole.

Committee of the Whole recessed at 3:15 p.m. to meet privately in the Council Chamber to consider the above matters, in accordance with the provisions of the Municipal Act.

Committee of the Whole rose, reconvened as Council at 4:45 p.m., and met in public session in the Council Chamber.

Mayor Lastman took the Chair and called the Members to order.

S11.5 Memorandum of Agreement Between City of Toronto and Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees.

Council had before it the following confidential reports:

- (i) (October 5, 1999) from the Acting Commissioner of Corporate Services and Executive Director of Human Resources (See Attachment No. 1, Page 15); and
- (ii) (October 5, 1999) from the Chief Administrative Officer (See Attachment No. 2, Page 18).

Motions:

Mayor Lastman, in accordance with the provisions of the Municipal Act, reported that the following motions had been moved in Committee of the Whole for consideration by Council in conjunction with the aforementioned reports:

- (a) Mayor Lastman moved that Council adopt the following recommendations:

“It is recommended that:

- (1) the confidential report dated October 5, 1999, from the Acting Commissioner of Corporate Services and Executive Director of Human Resources, entitled ‘Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416, Canadian Union of Public Employees’, embodying the following recommendations, be adopted:

‘It is recommended that:

- (1) Council approve the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416;
- (2) the 1998 lump sum payment and the 1999, 2000 and 2001 wage increases be extended, as outlined in this report, to all exempt and management staff on the active payroll as of October 5, 1999; and
- (3) the appropriate officials be authorized to take the necessary action to implement the recommendation.’;

- (2) the confidential report dated October 5, 1999, from the Chief Administrative Officer, entitled 'Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees - Corporate, Operational and Funding Implications', embodying the following recommendations, be adopted:

'It is recommended that:

- (1) the Chief Administrative Officer submit a report to the Policy and Finance Committee during the 2000 budget process on the corporate and operational implications of the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416;
 - (2) the Chief Financial Officer and Treasurer submit a report by year end to the Policy and Finance Committee on the appropriate funding sources for the 1998 and 1999 financial settlements; and
 - (3) the appropriate officials be authorized to take the necessary action to implement the foregoing recommendations'; and
- (3) the following Resolution be adopted:

Moved by: Mayor Lastman

Seconded by: Deputy Mayor Ootes

'WHEREAS the uninterrupted provision of certain municipal services such as Police and Fire protection is deemed essential to the health, safety and welfare of the people of the City of Toronto; and

WHEREAS the provision of ambulance service and paramedic care is equally important for the health, safety and welfare of the people of the City of Toronto; and

WHEREAS the people of Toronto and Members of Toronto City Council place a high value on the services provided by the employees of Toronto Ambulance Services; and

WHEREAS there is a need to classify ambulance services as an essential service to ensure the health, safety and welfare of the people of Toronto; and
WHEREAS the Province of Ontario has been approached several times in past years by myself and the former Metropolitan Toronto government to designate ambulance services as an essential service;

NOW THEREFORE BE IT RESOLVED THAT the Province of Ontario be requested to pass a law designating ambulance workers critical to the provision of ambulance services as an essential public service on a permanent basis, without the right to strike.’ ”

(b) Councillor Moscoe moved that:

(1) Part (1) of motion (a) by Mayor Lastman be amended by adding thereto the words “subject to deleting Recommendation No. (2) and inserting in lieu thereof the following:

“(2) following the conclusion of Collective Bargaining between the City of Toronto and the Toronto Civic Employees’ Union, Local 79, Canadian Union of Public Employees, the Acting Commissioner of Corporate Services and Executive Director of Human Resources be requested to submit a report to Council, through the Administration Committee, on a proposed adjustment remuneration package for management, exempt staff and Members of Council.”; and

(2) Part (1) of motion (a) by Mayor Lastman be amended by adding thereto the words “subject to amending Recommendation No. (2) by inserting, after the words ‘management staff’, the words ‘and Councillors’.”

(c) Councillor Miller moved that:

(1) Part (3) of motion (a) by Mayor Lastman be amended by adding, after the words “without the right to strike”, the words “but with the right to interest arbitration”;

(2) Part (1) of motion (a) by Mayor Lastman be amended by adding thereto the words “subject to deferring consideration of Recommendation No. (2) embodied in such report, until the Collective Agreement with the Toronto Civic Employees’ Union, Local 79, Canadian Union of Public Employees, is before City Council for approval”; and

(3) Council adopt the following recommendations:

“It is recommended that:

(a) as previously directed by City Council, the Acting Commissioner of Corporate Services and Executive Director of Human Resources consult with the City of Toronto Administrative Professional Supervisory Association, Incorporated (COTAPSAI) regarding the proposed wage increases for exempt and management staff, as set out in Recommendation No. (2) embodied in the confidential report dated

October 5, 1999, from the Acting Commissioner of Corporate Services and Executive Director of Human Resources; and

- (b) the Collective Bargaining Advisory Panel be thanked for its work and disbanded.”

Votes:

Part (1) of motion (c) by Councillor Miller carried.

Adoption of Part (3) of motion (a) by Mayor Lastman, as amended:

<p>Yes - 46 Mayor: Lastman Councillors: Adams, Altobello, Ashton, Balkissoon, Berardinetti, Berger, Bossons, Brown, Bussin, Cho, Chow, Davis, Disero, Duguid, Filion, Flint, Fotinos, Gardner, Giansante, Holyday, Jakobek, Johnston, Jones, Kelly, Kinahan, Korwin-Kuczynski, Layton, Li Preti, Lindsay Luby, Mihevc, Minnan-Wong, Nunziata, O'Brien, Ootes, Pantalone, Pitfield, Prue, Saundercook, Sgro, Shaw, Shiner, Silva, Sinclair, Soknacki, Tzekas</p>
<p>No - 4 Councillors: Augimeri, McConnell, Miller, Moscoe</p>

Carried by a majority of 42.

Adoption of Part (2) of motion (c) by Councillor Miller:

<p>Yes - 24 Councillors: Augimeri, Berger, Bossons, Bussin, Chow, Flint, Fotinos, Jakobek, Johnston, Jones, Korwin-Kuczynski, Layton, Li Preti, Lindsay Luby, McConnell, Mihevc, Miller, Moscoe, Nunziata, Ootes, Pantalone, Pitfield, Prue, Tzekas</p>
<p>No - 19 Councillors: Adams, Altobello, Berardinetti, Brown, Davis, Disero, Duguid, Filion, Giansante, Holyday, Kinahan, Minnan-Wong, O'Brien, Saundercook, Sgro, Shaw, Silva, Sinclair, Soknacki</p>

Carried by a majority of 5.

Councillor Moscoe requested the permission of Council to revise Part (1) of his motion (b) to read as follows:

“That:

(1) Council adopt the following recommendation:

‘It is recommended that, following the conclusion of Collective Bargaining between the City of Toronto and the Toronto Civic Employees’ Union, Local 79, Canadian Union of Public Employees, the Acting Commissioner of Corporate Services and Executive Director of Human Resources be requested to submit a report to Council, through the Administration Committee, on a proposed adjustment remuneration package for management, exempt staff and Members of Council.’ ”

Council concurred in the request of Councillor Moscoe.

Adoption of Part (1) of motion (b) by Councillor Moscoe, as revised:

Yes - 26 Mayor: Lastman Councillors: Adams, Ashton, Augimeri, Berger, Bossons, Chow, Davis, Disero, Filion, Flint, Fotinos, Johnston, Kinahan, Korwin-Kuczynski, Layton, Li Preti, McConnell, Moscoe, Ootes, Pantalone, Prue, Saundercook, Sgro, Silva, Tzekas
No - 18 Councillors: Altobello, Berardinetti, Brown, Bussin, Duguid, Giansante, Holyday, Jakobek, Jones, Lindsay Luby, Mihevc, Miller, Minnan-Wong, Nunziata, O'Brien, Pitfield, Shaw, Soknacki

Carried by a majority of 8.

Having regard to the foregoing decisions of Council, Part (2) of motion (b) by Councillor Moscoe, was not put to a vote.

Part (3)(a) of motion (c) by Councillor Miller carried.

Adoption of Part (3)(b) of motion (c) by Councillor Miller:

Yes - 23 Mayor: Lastman Councillors: Adams, Altobello, Ashton, Augimeri, Balkissoon, Berger, Bossons, Brown, Bussin, Cho, Johnston, Jones, Kinahan, Layton, McConnell, Miller, Minnan-Wong, Moscoe, Prue, Shiner, Soknacki, Tzekas
--

No - 27

Councillors: Berardinetti, Chow, Davis, Disero, Duguid, Filion, Flint, Fotinos, Gardner, Giansante, Holyday, Jakobek, Kelly, Korwin-Kuczynski, Li Preti, Lindsay Luby, Mihevc, Nunziata, O'Brien, Ootes, Pantalone, Pitfield, Saundercook, Sgro, Shaw, Silva, Sinclair

Lost by a majority of 4.

Adoption of Part (1) of motion (a) by Mayor Lastman, as amended:

Yes - 48

Mayor: Lastman

Councillors: Adams, Altobello, Ashton, Augimeri, Balkissoon, Berardinetti, Berger, Brown, Bussin, Cho, Chow, Davis, Disero, Duguid, Filion, Flint, Fotinos, Giansante, Holyday, Jakobek, Johnston, Jones, Kelly, Kinahan, Korwin-Kuczynski, Layton, Li Preti, Lindsay Luby, McConnell, Mihevc, Miller, Minnan-Wong, Moscoe, Nunziata, O'Brien, Ootes, Pantalone, Pitfield, Prue, Saundercook, Sgro, Shaw, Shiner, Silva, Sinclair, Soknacki, Tzekas

No - 1

Councillor: Bossons

Carried by a majority of 47.

Adoption of Part (2) of motion (a) by Mayor Lastman:

Yes - 49 Mayor: Lastman Councillors: Adams, Altobello, Ashton, Augimeri, Balkissoon, Berardinetti, Berger, Brown, Bussin, Cho, Chow, Davis, Disero, Duguid, Filion, Flint, Fotinos, Gardner, Giansante, Holyday, Jakobek, Johnston, Jones, Kelly, Kinahan, Korwin-Kuczynski, Layton, Li Preti, Lindsay Luby, McConnell, Mihevc, Miller, Minnan-Wong, Moscoe, Nunziata, O'Brien, Ootes, Pantalone, Pitfield, Prue, Saundercook, Sgro, Shaw, Shiner, Silva, Sinclair, Soknacki, Tzekas
No - 1 Councillor: Bossons

Carried by a majority of 48.

In summary, Council adopted the following recommendations:

“It is recommended that:

- (a) the confidential report dated October 5, 1999, from the Acting Commissioner of Corporate Services and Executive Director of Human Resources, entitled ‘Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416, Canadian Union of Public Employees’, embodying the following recommendations, be adopted, subject to deferring consideration of Recommendation No. (2) embodied in such report, until the Collective Agreement with the Toronto Civic Employees’ Union, Local 79, Canadian Union of Public Employees, is before City Council for approval, viz.:
 - ‘(2) the 1998 lump sum payment and the 1999, 2000 and 2001 wage increases be extended, as outlined in this report, to all exempt and management staff on the active payroll as of October 5, 1999;’,

so that the recommendations embodied in such report shall now read as follows:

‘It is recommended that:

- (1) Council approve the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416; and

- (3) the appropriate officials be authorized to take the necessary action to implement the recommendation.’;
- (b) the confidential report dated October 5, 1999, from the Chief Administrative Officer, entitled ‘Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416, Canadian Union of Public Employees - Corporate, Operational and Funding Implications’, embodying the following recommendations, be adopted:

‘It is recommended that:

- (1) the Chief Administrative Officer submit a report to the Policy and Finance Committee during the 2000 budget process on the corporate and operational implications of the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees’ Union, Local 416;
- (2) the Chief Financial Officer and Treasurer submit a report by year end to the Policy and Finance Committee on the appropriate funding sources for the 1998 and 1999 financial settlements; and
- (3) the appropriate officials be authorized to take the necessary action to implement the foregoing recommendations’;
- (c) the following Resolution be adopted:

Moved by: Mayor Lastman

Seconded by: Deputy Mayor Ootes

‘WHEREAS the uninterrupted provision of certain municipal services such as Police and Fire protection is deemed essential to the health, safety and welfare of the people of the City of Toronto; and

WHEREAS the provision of ambulance service and paramedic care is equally important for the health, safety and welfare of the people of the City of Toronto; and

WHEREAS the people of Toronto and Members of Toronto City Council place a high value on the services provided by the employees of Toronto Ambulance Services; and

WHEREAS there is a need to classify ambulance services as an essential service to ensure the health, safety and welfare of the people of Toronto; and

WHEREAS the Province of Ontario has been approached several times in past years by myself and the former Metropolitan Toronto government to designate ambulance services as an essential service;

NOW THEREFORE BE IT RESOLVED THAT the Province of Ontario be requested to pass a law designating ambulance workers critical to the provision of ambulance services as an essential public service on a permanent basis, without the right to strike but with the right to interest arbitration.’;

- (d) as previously directed by City Council, the Acting Commissioner of Corporate Services and Executive Director of Human Resources consult with the City of Toronto Administrative Professional Supervisory Association, Incorporated (COTAPSAI) regarding the proposed wage increases for exempt and management staff, as set out in Recommendation No. (2) embodied in the confidential report dated October 5, 1999, from the Acting Commissioner of Corporate Services and Executive Director of Human Resources; and
- (e) following the conclusion of Collective Bargaining between the City of Toronto and the Toronto Civic Employees’ Union, Local 79, Canadian Union of Public Employees, the Acting Commissioner of Corporate Services and Executive Director of Human Resources be requested to submit a report to Council, through the Administration Committee, on a proposed adjustment remuneration package for management, exempt staff and Members of Council.”

BILLS AND BY-LAWS

S11.6 On October 5, 1999, at 4:55 p.m., Councillor Fotinos, seconded by Councillor Jakobek, moved that leave be granted to introduce the following Bill, and that this Bill, prepared for this Special Meeting of Council, be passed and hereby declared as a By-law:

Bill No. 672

By-law No. 668-1999

To confirm the proceedings of the Council at its Special Meeting held on the 5th day of October, 1999,

the vote upon which was as follows:

Yes - 49 Mayor: Lastman Councillors: Adams, Altobello, Ashton, Augimeri, Balkissoon, Berardinetti, Berger, Bossons, Brown, Bussin, Cho, Chow, Davis, Disero, Duguid, Filion, Flint, Fotinos, Gardner, Giansante, Holyday, Jakobek, Johnston, Jones, Kelly, Kinahan, Korwin-Kuczynski, Layton, Li Preti, Lindsay Luby, McConnell, Mihevc, Miller, Minnan-Wong, Moscoe, Nunziata, O'Brien, Ootes, Pantalone, Pitfield, Prue, Saundercook, Shaw, Shiner, Silva, Sinclair, Soknacki, Tzekas
No - 0

Carried, without dissent.

S11.7 ATTENDANCE

Councillor Disero, seconded by Councillor Kinahan, moved that the absence of Councillors Chong, Feldman, King, Mahood, Mammoliti and Moeser from this Special Meeting of Council be excused, which carried.

October 5, 1999	3:09 p.m. to 3:11 p.m.*	Ctte. of the Whole in-Camera 3:15 p.m.	4:45 p.m. to 4:56 p.m.*
Lastman	x	x	x
Adams	x	x	x
Altobello	x	x	x
Ashton	x	x	x
Augimeri	x	x	x
Balkissoon	x	x	x
Berardinetti	x	x	x
Berger	x	x	x
Bossons	x	x	x
Brown	x	x	x
Bussin	x	x	x
Cho	x	x	x
Chong	-	-	-
Chow	x	x	x
Davis	x	x	x

Minutes of the Council of the City of Toronto
October 5, 1999

October 5, 1999	3:09 p.m. to 3:11 p.m.*	Ctte. of the Whole in-Camera 3:15 p.m.	4:45 p.m. to 4:56 p.m.*
Disero	x	x	x
Duguid	x	x	x
Feldman	-	-	-
Filion	x	x	x
Flint	x	x	x
Fotinos	x	x	x
Gardner	x	x	x
Giansante	x	x	x
Holyday	x	x	x
Jakobek	x	x	x
Johnston	x	x	x
Jones	x	x	x
Kelly	x	x	x
Kinahan	x	x	x
King	-	-	-
Korwin-Kuczynski	x	x	x
Layton	x	x	x
Lindsay Luby	x	x	x
Li Preti	x	x	x
Mahood	-	-	-
Mammoliti	-	-	-
McConnell	x	x	x
Mihevc	x	x	x
Miller	x	x	x
Minnan-Wong	x	x	x
Moeser	-	-	-
Moscoe	x	x	x
Nunziata	x	x	x
O'Brien	x	x	x
Ootes	x	x	x
Pantalone	x	x	x

Minutes of the Council of the City of Toronto
October 5, 1999

October 5, 1999	3:09 p.m. to 3:11 p.m.*	Ctte. of the Whole in-Camera 3:15 p.m.	4:45 p.m. to 4:56 p.m.*
Pitfield	-	x	x
Prue	x	x	x
Rae	x	-	-
Saundercook	x	x	x
Sgro	x	x	x
Shaw	x	x	x
Shiner	x	x	x
Silva	x	x	x
Sinclair	x	x	x
Soknacki	x	x	x
Tzekas	x	x	x
Walker	x	-	-
Total	52	50	50

* Members were present for some or all of the time period indicated.

MEL LASTMAN,
Mayor

NOVINA WONG,
City Clerk

ATTACHMENT NO. 1

Report dated October 5, 1999, from the Acting Commissioner of Corporate Services and Executive Director of Human Resources, entitled "Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees":

Purpose:

The purpose of this report is to recommend acceptance of and to provide an overview of the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees (Local 416).

Funding Sources, Financial Implications and Impact Statement:

The direct financial impact of the Memorandum of Agreement for Local 416 on the basis of total compensation is approximately \$2.2 million for 1998; \$5.3 million for 1999; \$6.1 million for 2000; and \$8.6 million for 2001. The cost of applying this settlement to the management and exempt payroll, as outlined in this report, is \$920,000 for 1998, \$3.9 million for 1999; \$4.3 million for 2000; and \$6.5 million for 2001.

Recommendations:

It is recommended that:

- (1) Council approve the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416;
- (2) the 1998 lump sum payment and the 1999, 2000 and 2001 wage increases be extended, as outlined in this report, to all exempt and management staff on the active payroll as of October 5, 1999; and
- (3) the appropriate officials be authorized to take the necessary action to implement the recommendation.

Council Reference/Background /History:

The City gave notice to bargain to Local 416 on January 14, 1999. Negotiations subsequently commenced on April 16, 1999, for the purpose of negotiating a first contract between the City and Local 416.

The parties have met on 53 separate occasions, resulting in a tentative agreement reached on September 15, 1999, with a Memorandum of Agreement with respect to the tentative agreement signed on September 27, 1999.

The Union membership ratified the Memorandum of Agreement on September 29 and 30, 1999.

Comments and/or Discussion and/or Justification:

The Memorandum is for a three-year term commencing January 1, 1999, and expiring December 31, 2001.

The terms of settlement provide for wage increases of 2 percent effective January 1, 1999, 2.17 percent effective January 1, 2000, and 3.2 percent effective January 1, 2001.

The terms also provide for an upward adjustment in the rate for paramedics of approximately 6.5 percent, to recognize the increase in responsibility, knowledge and skill requirements for these positions and to be comparable with other Canadian paramedic organizations. The annualized cost of this rate adjustment is approximately \$2.4 million.

In addition, those employees of the City within the Local 416 bargaining unit who did not receive a wage increase in 1998 will receive a lump sum payment of \$400.00.

The agreed-to items are set out in the attached Schedule 1. Significant items include:

- (a) an agreement with Local 416 regarding Ambulance workers whereby the Union undertakes not to withdraw ambulance services in the event of a work stoppage;
- (b) a provision whereby no permanent employee will lose his/her employment with the City as a result of contracting out or privatization for the years 1999 and 2000; thereafter, for the year 2001, no permanent employee with ten or more years of service will lose his/her employment as a result of contracting out or privatization;
- (c) leaves of absence provisions including paid pregnancy and parental leave;
- (d) a process to deal with the issue of wage and classification harmonization during the term of the collective agreement;
- (e) a process that will provide for the expeditious and economical resolution of grievances;

- (f) joint union/management initiatives with respect to the redeployment of employees in the event that they are displaced;
- (g) a comprehensive management's rights provision; and
- (h) employee benefits provisions.

A number of matters, as set out in the attached Schedule 2, have yet to be fully resolved. The unresolved issues include but are not limited to promotions, hours of work, and sick pay.

In order to resolve these outstanding matters as expeditiously as possible, the parties have agreed to a process whereby a mediator will be appointed to assist the parties in reaching an agreement. Failing an agreement, the mediator shall then act as an arbitrator who shall then issue a final and binding decision regarding any items that remain outstanding.

Staff will provide an oral presentation to the Special Council meeting scheduled for October 5, 1999, on the agreed to and unresolved items.

Financial Implications:

The estimated direct financial impact of the Memorandum of Agreement for Local 416, on the basis of total compensation, has been calculated as follows:

1998 – Lump Sum for 5400 Employees	-	\$2,160,000.00
1999 – Wages and Benefits Adjustments	-	\$5,246,000.00
2000 – Wages and Benefits Adjustments	-	\$6,141,000.00
2001 – Wages and Benefits Adjustments	-	\$8,640,000.00

In accordance with past practice, it is recommended that these increases be applied to all exempt and management staff on the active payroll as of the date of ratification by Council. "Active payroll" means those individuals in these categories employed by the City as of October 5, 1999. The estimated cost of this application, based on the current employee base, has been calculated as follows:

1998 – Lump Sum	-	\$ 920,000.00
1999 – Wages and Benefits Adjustments	-	\$3,900,000.00
2000 – Wages and Benefits Adjustments	-	\$4,316,000.00
2001 – Wages and Benefits Adjustments	-	\$6,503,000.00

Conclusions:

This Memorandum of Agreement represents a significant step forward in ensuring that there will be a positive and stable labour relations environment within the new City of Toronto for the foreseeable future.

It represents an agreement that is balanced and that addresses many key issues for employees and the Union, such as job security. It also considerably advances the requirement to harmonize terms and conditions of employment for individuals represented by Local 416.

Complete acceptance of the terms of this Agreement is recommended.

(A copy of the Schedules referred to in the foregoing report are on file in the office of the City Clerk.)

ATTACHMENT NO. 2

Report dated October 5, 1999, from the Chief Administrative Officer, entitled "Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416, Canadian Union of Public Employees - Corporate, Operational and Funding Implications":

Purpose:

This report will introduce the corporate, operational and funding implications of the Memorandum of Agreement with the Toronto Civic Employees' Union, Local 416 and will recommend that further reports be submitted.

Funding Sources, Financial Implications and Impact Statement:

The direct financial impact of the Memorandum of Agreement for Local 416 on the basis of total compensation is approximately \$2.2 million for 1998; \$5.3 million for 1999; \$6.1 million for 2000; and \$8.6 million for 2001. The cost of applying this settlement to the management and exempt payroll is \$920,000 for 1998, \$3.9 million for 1999; \$4.3 million for 2000; and \$6.5 million for 2001.

The Chief Financial Officer will submit a report to the Policy and Finance Committee by year end recommending the appropriate funding sources for the financial settlements included in the Memorandum of Agreement relating to the years 1998 and 1999. The cost of the compensation increases will be incorporated into the 2000 and 2001 budgets for those years.

Recommendations:

It is recommended that:

- (1) the Chief Administrative Officer submit a report to the Policy and Finance Committee, during the 2000 budget process, on the corporate and operational implications of the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees' Union, Local 416;
- (2) the Chief Financial Officer and Treasurer submit a report by year end to the Policy and Finance Committee on the appropriate funding sources for the 1998 and 1999 financial settlements; and
- (3) the appropriate officials be authorized to take the necessary action to implement the foregoing recommendations.

Council Reference/Background/History:

The Acting Commissioner of Corporate Services has submitted a report to the Special Meeting of Toronto City Council for October 5, 1999, recommending the Memorandum of Agreement between the City of Toronto and the Toronto Civic Employees Union, Local 416.

Comments:

In accordance with the agreement reached with Local 416 on September 27, 1999, staff are recommending complete acceptance of the terms of the Memorandum of Agreement between the City and Local 416.

There will be funding, corporate and operational implications arising from the Agreement that are currently being considered by staff.

The Chief Financial Officer and Treasurer will be reporting to the Policy and Finance Committee by year end 1999 on the appropriate funding sources for the 1998 lump sum payment and for the 1999 negotiated increase. The compensation increases for the years 2000 and 2001 will be dealt with as part of the operating budget for those years.

Besides the direct financial implications, further study is required to fully understand the corporate and operational implications of the Agreement. The results of the mediation/ arbitration process for the outstanding issues may also have an as yet undetermined impact. Staff will report further on these corporate and operational implications for the 2000 budget process and beyond.

It is important to note, however, that these forthcoming reports should not impede Council's ability to adopt the recommended Memorandum of Agreement at its Special Meeting of October 5, 1999.