

Mayor

DAVID MILLER

June 11, 2007

To: City Council

From: Mayor Miller

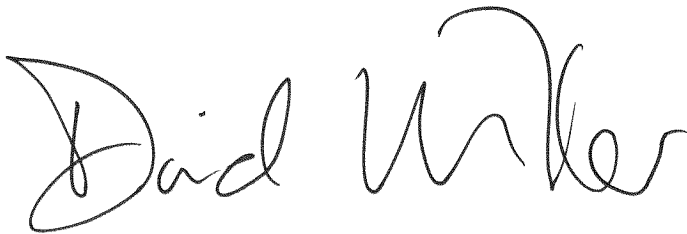
Subject: Memorandum of Agreement – Local 3888

Recommendation:

I recommend that City Council consider the attached letter (June 11, 2007) from the Employee and Labour Relations Committee respecting Memorandum of Agreement – Local 3888.

Comments:

The Employee and Labour Relations Committee, at its meeting on June 11, 2007, requested me to forward this matter directly to Council for its meeting on June 19, 2007, in accordance with Municipal Code Chapter 27, Council Procedures §27-62D.



Mayor David Miller



June 11, 2007

MAYOR DAVID MILLER

Dear Mr. Mayor:

At its meeting on June 11, 2007, the Employee and Labour Relations Committee considered a report (June 5, 2007) from the City Manager respecting Memorandum of Agreement – Local 3888.

The Committee also considered confidential material on the collective bargaining mandate and a summary of the Memorandum of Agreement – Local 3888.

The Employee and Labour Relations Committee:

(A) Recommended:

1. That Council adopt the recommendations set out in Confidential Attachment 1 of the report (June 5, 2007) from the City Manager.
2. That Council release the recommendations embodied in Confidential Attachment 1 following ratification by Council of the Memorandum of Agreement.

(B) Requested Mayor David Miller to forward this matter directly to Council for its meeting on June 19, 2007, in accordance with Municipal Code Chapter 27, Council Procedures §27-62D.

(C) Provided confidential instructions to the Executive Director of Human Resources to report directly to Council for its meeting on June 19, 2007.

Yours truly,

City Clerk
Yvonne Davies/tk
Item EL5.1

Attachments
Memorandum of Agreement – Local 3888
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4452.pdf>
Memorandum of Agreement – Local 3888, Confidential Attachment 1

c. Executive Director, Human Resources



**STAFF REPORT
ACTION REQUIRED
Confidential Attachment**

Memorandum of Agreement – Local 3888

Date:	June 5, 2007
To:	Employee & Labour Relations Committee
From:	City Manager
Wards:	All
Reason for Confidential Information:	This report is about labour relations or employee negotiations.
Reference Number:	

SUMMARY

The purpose of this report is to seek approval for the confidential attached Memorandum of Agreement to be referred to Council for ratification.

On April 26, 2007, a confidential report and presentation were brought to Employee & Labour Relations Committee requesting approval of a mandate to conclude negotiations between the City and the Toronto Professional Fire Fighters' Association, Local 3888. The mandate was approved, with amendments.

The parties met an additional 7 days, to a total of 31, and were successful in achieving a tentative agreement.

RECOMMENDATIONS

The City Manager recommends:

1. that Council adopt the recommendations set out in Confidential Attachment 1; and
2. that Council release the recommendations embodied in the confidential attachment following ratification by Council of the Memorandum of Agreement.

IMPLEMENTATION POINTS

Salary adjustments for 2007 are to be made as soon as possible following ratification of the Memorandum of Agreement.

FINANCIAL IMPACT

The Memorandum of Agreement and the financial impact of this report are set out in Confidential Attachment 1.

The Deputy City Manager & Chief Financial Officer has reviewed this report and concurs with the comments identified in the financial implications and impact statement section.

DECISION HISTORY

Employee and Labour Relations Committee approved a mandate for collective bargaining during its meetings of January 26, 2007 and April 26, 2007.

ISSUE BACKGROUND

The collective agreement between the City and the Toronto Professional Fire Fighters' Association, Local 3888 expired December 31, 2006. Notice to bargain was received by the City November 22, 2006, and bargaining commenced January 8, 2007.

The City's bargaining committee is co-chaired by Jayne Allan, Senior Coordinator, Employee & Labour Relations and Jim Shelton, Deputy Fire Chief – Operations, with an additional Deputy Chief, Division Commanders and senior Employee & Labour Relations staff as team members. In addition, the bargaining team has negotiation support from Legal Services; Pensions, Payroll & Employee Benefits and Employee & Labour Relations.

The parties met on 31 occasions, to discuss and resolve issues identified by either party and to work toward reaching agreement on amendments to the collective agreement.

COMMENTS

The parties continued with a problem solving approach to bargaining and were successful in achieving a negotiated Memorandum of Agreement.

CONTACT

Bruce Anderson, Director, Employee & Labour Relations, ph. 392-5006, fax 2-5046
Jayne Allan, Senior Coordinator, Employee & Labour Relations, ph. 392 – 0617, fax 2-5046
Jim Shelton, Deputy Fire Chief, ph. 338 – 9055, fax 8 – 9060
Mike Wiseman, Senior Coordinator, Employee & Labour Relations, ph. 397- 9905, fax 2-5046
William Stewart, Fire Chief, ph. 338 – 9051, fax 8 – 9060

SIGNATURE

Shirley Hoy
City Manager