



STAFF REPORT ACTION REQUIRED

Job Evaluation and Pay Equity Settlement – Toronto Public Library

Date:	September 19, 2008
To:	Budget Committee
From:	City Librarian
Wards:	All
Reference Number:	

SUMMARY

The Toronto Public Library Board and the Toronto Civic Employees' Union, Local 416 (CUPE) have reached a settlement on a job evaluation and pay equity plan.

This report is a request to the City of Toronto to fund the settlement costs.

RECOMMENDATIONS

The City Librarian recommends that:

1. the City of Toronto fund the cost of the Toronto Public Library's Job Evaluation and Pay Equity Plan settlement, which includes an increase to the 2008 operating budget of \$1,947,665 and a further increase in 2009 of \$280,000, and a retroactive payment of \$6,384,930.

FINANCIAL IMPACT

There is no provision for the job evaluation and pay equity settlement in the Library's 2008 operating budget.

The settlement requires an increase to the 2008 Operating Budget of \$1,947,665. There is a further increase on January 1, 2009 of \$280,000. The cost of the retroactivity to December 31, 2007 is \$6,384,930.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

COMMENTS

After almost two years of negotiations, the Library has reached a settlement with Local 416 CUPE to resolve both the first pay equity plan for the amalgamated Toronto Public Library and also a collective agreement requirement to complete job evaluation.

The settlement was approved by the Library Board at its meeting on June 16, 2008.

Briefings have been provided to senior City staff throughout the negotiation process. Moreover, City staff was advised that once settlement was reached, the Library would be making a request to the City of Toronto to adjust the operating budget to accommodate the settlement and to pay for the retroactivity, which is the normal process for funding such settlements.

CONTACT

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SIGNATURE

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