

City Council**Notice of Motion**

MM46.4	ACTION			
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Establishment of a Framework Agreement with the City of Toronto Administrative, Professional, Supervisory Association (COTAPSA) - by Councillor Stintz, seconded by Councillor Ashton

** Notice of this Motion has been given.*

** This Motion is subject to referral to the Executive Committee. A two thirds vote is required to waive referral.*

Recommendations

Councillor Karen Stintz, seconded by Councillor Brian Ashton, recommends that:

1. City Council direct the City Manager and appropriate staff to begin discussions with the City of Toronto Administrative, Professional, Supervisory Association (COTAPSA), with the goal of establishing a framework agreement regarding all terms and conditions of employment with the City of Toronto's non-unionized employees.

Summary

On April 29, 2009, City Council voted in favour of freezing salaries of non-unionized employees with the intention of mitigating the City's salary costs. As you also know, making a decision regarding the compensation of non-unionized employees prior to making a decision of unionized employees was highly unusual and a departure from City practices.

In light of the settlement reached with the City's unionized employees, there is a justifiably strong sentiment amongst non-unionized employees that they have not been treated consistently, fairly, and equitably. This situation is particularly regrettable given the tremendous contribution they made to protect its infrastructure and to keep the City of Toronto running during the 39-day civic labour strike. Non-unionized employees kept our City clean, safe, and working efficiently during this challenging time.

COTAPSA, the City of Toronto Administrative, Professional, Supervisory Association, believes it is only fair and reasonable that the City establish a Framework Agreement with non-unionized employees regarding all terms and conditions of employment given their strong commitment to the City. Going forward, non-unionized employees will continue to assist the City by attempting to find the 5% cost savings that has been requested of their Divisions. At the earliest opportunity, non-unionized employees should also be compensated for their hard work and dedication.

This is a modest request and will go a long way to ensuring that non-unionized employees don't feel like they are being punished at a time when the City needs their expertise, knowledge, and experience to guide it through the City's financial challenges. It's absolutely critical that the City not lose this expertise, knowledge, and experience at the very moment when it is needed and essential to manage this challenge.

The City of Toronto Administrative, Professional, Supervisory Association (COTAPSA) that represents non-unionized employees, believes a more judicious way of doing so is with a Framework Agreement. We urge you to give this request serious consideration. In doing so, it will demonstrate that Councillors value every non-union City employee.

(Submitted to City Council on February 22 and 23, 2010 as MM46.4)

Background Information (City Council)

Member Motion 46.4

<http://www.toronto.ca/legdocs/mmis/2010/mm/bgrd/backgroundfile-27413.pdf>