



Employee and Labour Relations Committee

Meeting No.	6	Contact	Frances Pritchard, Manager
Meeting Date	Tuesday, June 5, 2012	Phone	416-392-6627
Start Time	9:30 AM	E-mail	elrc@toronto.ca
Location	Committee Room 2, City Hall	Chair	Councillor Doug Holyday

EL6.1	ACTION	Adopted		Ward:All
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Non-union Employees, Accountability Officers and Elected Officials Benefits Plan

Committee Decision

The Employee and Labour Relations Committee recommends to the Executive Committee that:

1. City Council direct that the Benefits Plans be amended to generally reflect the changes made during the recent collective bargaining negotiations with CUPE Local 79 and TCEU Local 416 as follows:
 - (a) the active benefits plan for non-union employees, accountability officers and elected officials be amended as outlined in Appendix A of the report (May 29, 2012) from the City Manager, effective January 1, 2013;
 - (b) the pre-65 benefits plan for non-grandparented non-union employees and accountability officers, be amended as outlined in Appendix A of the report (May 29, 2012) from the City Manager, for employees who retire on or after January 1, 2013.
2. City Council request the City Manager and Director of Pension, Payroll & Employee Benefits, in consultation with external benefits consultants, to undertake a full review of the benefits plan for management/non-union employees, accountability officers and elected officials, to consider and develop recommendations for an alternative plan design that would provide comprehensive coverage to employees, including consideration of a flexible benefits plan, with an objective of reducing benefit costs while being financially sustainable to the City of Toronto; the City Manager shall report to the Employee and Labour Relations Committee by no later than March 2013, on the results of this review with a potential implementation of a new plan design during the first quarter of 2014.
3. City Council authorize the appropriate City officials to take the necessary action to give effect to the foregoing recommendations.

Origin

(May 29, 2012) Report from the City Manager

Summary

The purpose of this report is to provide recommendations regarding proposed changes to the benefits plan for non-union employees, accountability officers and elected officials. The proposed changes outlined in this report arise from staff's review of the benefits plan following the recently concluded collective bargaining with TCEU, Local 416 and CUPE, Local 79 and will result in an estimated savings of -5% in the non-union benefit plan.

The City continues to be committed to providing a fair and comprehensive benefits plan to its employees which is responsible to the taxpayers of Toronto. The recommended changes in this report assists the City in controlling the rising costs associated with these plans. The changes focus on the introduction of cost-effective ways of delivering benefits which includes provisions to encourage employees to make smarter healthcare consumerism choices.

Background Information

(May 29, 2012) Report with Appendix A from the Executive Director, Human Resources on Non-Union Employees, Accountability Officers and Elected Officials Benefits Plan
(<http://www.toronto.ca/legdocs/mmis/2012/el/bgrd/backgroundfile-47949.pdf>)

Communications

(June 5, 2012) Letter from Letter from Richard Majkot, Executive Director, COTAPSA (EL.New.EL6.1.1)
(<http://www.toronto.ca/legdocs/mmis/2012/el/comm/communicationfile-30664.pdf>)

Speakers

Richard Majkot, Executive Director, COTAPSA
Councillor Janet Davis