



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Results of Collective Bargaining with the Toronto Professional Fire Fighters Association, Local 3888, International Association of Fire Fighters (I.A.F.F.)

Date: December 10, 2018
To: City Council
From: City Manager
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

SUMMARY

The purpose of this report is to provide Council with the results of collective bargaining with the Toronto Professional Fire Fighters, Local 3888 for a renewal collective agreement for the term beginning January 1, 2019 and ending December 31, 2023.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council ratify and approve the Confidential Attachment 1, Memorandum of Agreement & Schedules A, B and C dated December 5, 2018, between the City of Toronto and the Toronto Professional Fire Fighters, Local 3888 (the "Memorandum of Agreement") to effect a new collective agreement.
2. City Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memorandum of Agreement.
3. City Council authorize staff to make the necessary adjustments to the 2019 Non-Program Expenditure Budget and Operating Budget Toronto Fire Services to reflect provisions of the Memorandum of Agreement.

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4. City Council authorize the public release of the confidential information in Confidential Attachment 1, only if the Memorandum of Agreement is ratified and approved by Council, at the conclusion of the Meeting.

5. City Council authorize that Confidential Attachment 2 remain confidential.

6. City Council authorize the public release of the confidential information in Confidential Attachment 3, only if the Memorandum of Agreement is ratified and approved by Council, at the conclusion of the Meeting.

FINANCIAL IMPACT

The financial impacts of this report are set out in Confidential Attachment 2.

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

DECISION HISTORY

The Employee & Labour Relations Committee approved a mandate for collective bargaining on April 27, 2018.

COMMENTS

The Collective Agreement between the City and TPFPA, Local 3888 expires on December 31, 2018.

The collective agreement covers all Toronto Fire Services employees with the exception of the Fire Chief, Deputy Fire Chiefs, a small number of senior officers and administrative staff.

Negotiations between the City and the TPFPA commenced on October 5, 2018. After a total of fourteen (14) days of negotiations the parties reached a freely negotiated agreement in principle on December 4, 2018 and a Memorandum of Agreement was signed on December 5, 2018.

During the negotiations, the parties were able to reach resolution on 23 different operational and non-monetary items. Through these negotiations they agreed to make changes to collective agreement language. They also agreed to add new memoranda of agreements and letters of intent and to amend the language in existing memoranda of agreements and letters of intent.

Highlights of the Memorandum of Agreement are contained in Confidential Attachment 3, Summary of the Memorandum of Agreement.

CONTACT

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SIGNATURE

Chris Murray
City Manager

ATTACHMENTS

- Confidential Attachment 1: Memorandum of Agreement & Schedules A, B and C dated December 5, 2018, between the City of Toronto and the Toronto Professional Fire Fighters, Local 3888
- Confidential Attachment 2: Confidential Information with the regard to the Memorandum of Agreement & Schedule A, B and C dated December 5, 2018, between the City of Toronto and the Toronto Professional Fire Fighters, Local 3888
- Confidential Attachment 3: Confidential Information with the regard to the Memorandum of Agreement & Schedule A, B and C dated December 5, 2018, between the City of Toronto and the Toronto Professional Fire Fighters, Local 3888

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