



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENTS

Bill 148 - Minimum Wage Local 79 Recreation Part-time Unit Wage Schedule

Date: September 4, 2019

To: Executive Committee

From: Chief People Officer and City Solicitor

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report contains advice or communications that are subject to solicitor-client privilege and concerns labour relations.

SUMMARY

The Province legislated an increase in the minimum wage to \$14.00 per hour, effective January 1, 2018.

In the CUPE Local 79 Recreation Worker's Part-time Unit wage schedule, Wage Grade one (the lowest wage grade) is paid at minimum wage, as per the Kaplan Award on Harmonization, Pay Equity and Job Evaluation for the Recreation Workers Part-time Unit. The increase in the minimum wage has resulted in all the job classifications in six wage grades that were formerly paid at different rates of pay being paid the same wage rate (i.e. minimum wage).

This report and Confidential attachments provide a recommendation to deal with the wage compression and address the wage schedule.

RECOMMENDATIONS

The Chief People Officer and City Solicitor recommend that:

1. City Council adopt the confidential instructions contained in Confidential Attachment 2.
2. City Council authorize the public release of Confidential Attachment 2 at the discretion of the City Solicitor following the final resolution of the matter.

3. City Council direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as it contains advice which is subject to solicitor-client privilege.

FINANCIAL IMPACT

The financial impact is outlined in Confidential Attachment 2.

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

DECISION HISTORY

At its meeting on December 5, 2017 City Council adopted Budget Committee item BU37.4 (November 27, 2017) and Executive Committee item EX29.27 (November 28, 2017).

City Council (December 5, 2017)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX29.27>

Budget Committee (November 27, 2017)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.BU37.4>

Executive Committee (November 28, 2017)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX29.27>

BACKGROUND

The Province legislated an increase in the minimum wage to \$14.00 per hour, effective January 1, 2018.

In the CUPE Local 79 Recreation Worker's Part-time Unit wage schedule, Wage Grade one (the lowest wage grade) is paid at minimum wage, as per the Kaplan Award on Harmonization, Pay Equity and Job Evaluation for the Recreation Workers Part-time Unit (the "Kaplan Award").

With the implementation of the increased minimum wage, six wage grades that were formerly paid at different rates of pay were below the new minimum wage. In order to be legally compliant, the City increased the rates of pay of the six impacted wage grades to the new minimum wage. This resulted in all of the job classifications evaluated at Wage Grades one through Wage Grade six being paid at the same hourly rate of pay. A proposed option for addressing the wage schedule is outlined in Confidential Attachment 2.

Since the implementation of the new minimum wage, the City and Local 79 have been discussing the impacts of the new minimum wage in good faith to identify a solution that would provide an appropriate differential between wage grades consistent with the Kaplan Award on Harmonization, the internal Local 79 job evaluation program and compliant with pay equity legislation.

COMMENTS

This report contains advice or communications that are subject to solicitor-client privilege and concerns labour relations. Confidential Attachments 1 and 2 contain confidential information and should be considered by City Council *in camera*.

CONTACT

Barbara Shulman, Director, Strategic Recruitment, Compensation & Employment Services, 416-392-7987, Barbara.Shulman@toronto.ca

Alexandra England, Manager, Compensation, 416-392-5017, Alexander.England@toronto.ca

Michael Wiseman, Director, Employee & Labour Relations, 416-392-5006, Michael.Wiseman@toronto.ca

Ian Solomon, Solicitor, Employment Law, Legal Services, 416-392-8789, ian.solomon@toronto.ca

SIGNATURE

Omo Akintan
Chief People Officer

Wendy E. Walberg
City Solicitor

ATTACHMENTS

Confidential Attachments 1 and 2.