



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with  
Toronto Civic Employees' Union Local 416 (CUPE)**

<b>Date:</b>	February 14, 2012
<b>To:</b>	City Council
<b>From:</b>	City Manager Executive Director, Human Resources
<b>Wards:</b>	All
<b>Reason for Confidential Information:</b>	This report contains communications about labour relations or employment negotiations.
<b>Reference Number:</b>	

**SUMMARY**

---

The purpose of this report is to provide Council with the results of the collective bargaining negotiations with TCEU Local 416 and to ratify and approve the successfully negotiated Memorandum of Settlement between the City of Toronto and TCEU Local 416.

**RECOMMENDATIONS**

---

**The City Manager recommends that:**

1. City Council ratify and approve the Confidential Attachment 1, Memorandum of Settlement dated February 9, 2012, between the City of Toronto and the Toronto Civic Employees' Union, Local 416 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 new Memorandum of Settlement.

3. City Council authorize staff to make the necessary adjustments to the 2012 Non-Program Expenditure Budget and Operating Budgets of the Divisions to reflect provisions of the Memorandum of Settlement.
4. City Council authorize the public release of the confidential information in Confidential Attachment 1, if the Memorandum of Settlement is ratified and approved by Council, at the conclusion of the Special Meeting.
5. City Council authorize the public release of the confidential information in Confidential Attachment 2, if the Memorandum of Settlement is ratified and approved by Council, at the conclusion of the Special Meeting.
6. City Council authorize the public release of the confidential labour relations information in Confidential Attachment 3, following the conclusion of collective bargaining with CUPE Local 79, including ratification and approval of all collective agreements, by Council, and the completion of all related proceedings.

### **Financial Impact**

The financial impacts of this report are set out in Confidential Attachment 3.

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 September 16, 2011, January 5, 2012, and a revised mandate on February 1, 2012.

### **ISSUE BACKGROUND**

The Collective Agreement between the City and TCEU Local 416 expired on December 31, 2011. The City provided notice to commence bargaining on October 4, 2011. The parties had a total of 26 bargaining sessions including continuous bargaining over a 24 hour period of time from February 4<sup>th</sup> to February 5<sup>th</sup>.

A tentative agreement was reached between the parties on February 5, 2012. The Memorandum of Settlement was signed on February 9, 2012.

Highlights of the Memorandum of Settlement are contained in Confidential Attachment 2, Summary of the Memorandum of Settlement, Part A.

## CONTACTS

Robert J. Reynolds, Director, Employee & Labour Relations  
Phone: 416-392-5006, E-mail: [reynolds@toronto.ca](mailto:reynolds@toronto.ca)

Bruce L. Anderson, Executive Director, Human Resources  
Phone: 416-397-4112, E-mail: [banders2@toronto.ca](mailto:banders2@toronto.ca)

## SIGNATURE

---

Bruce L. Anderson  
Executive Director, Human Resources

---

Joseph P. Pennachetti  
City Manager

## ATTACHMENTS

- Confidential Attachment 1: Memorandum of Settlement – Toronto Civic Employees' Union, Local 416 (CUPE) and the City of Toronto
- Confidential Attachment 2: Summary of the Memorandum of Settlement, Part A
- Confidential Attachment 3: Summary of the Memorandum of Settlement, Part B