



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with
Canadian Union of Public Employees (CUPE) Local 79 –
Full-Time Unit and Part-Time Unit B**

Date:	March 30, 2012
To:	City Council
From:	City Manager Executive Director of Human Resources
Wards:	All
Reason for Confidential Information:	This report contains communications about labour relations or employment negotiations.
Reference Number:	

SUMMARY

The purpose of this report is to provide Council with the results of the collective bargaining negotiations with CUPE Local 79 and to ratify and approve the two Memorandums of Settlement between the City of Toronto and CUPE Local 79, for the Full-Time Unit and Part-Time Unit B.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council ratify and approve the Confidential Attachment 1, Memoranda of Settlement dated March 25, 2012, between the City of Toronto and the Canadian Union of Public Employees, Local 79 to effect new collective agreements for the Full-Time Unit and Part-Time Unit B.

2. City Council authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memoranda of Settlement for the Full-Time Unit and Part-Time Unit B.
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 Memoranda of Settlement for Full-Time Unit and Part-Time Unit B
4. City Council authorize the public release of the confidential information in Confidential Attachment 1, if the Memoranda of Settlement for Full-Time Unit and Part-Time Unit B are 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, Part A, if the Memoranda of Settlement for Full-Time Unit and Part-Time Unit B are 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, Part B, following the conclusion of collective bargaining and/or interest arbitration with CUPE Local 79 in relation to all four (4) CUPE, Local 79 collective agreements, including ratification and approval of all collective agreements, if the Memoranda of Settlement are ratified and approved 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 March 1, 2012.

ISSUE BACKGROUND

The Collective Agreements (Full-Time Unit and Part-Time Unit B) between the City and CUPE Local 79 expired on December 31, 2011. The City provided notice to commence bargaining on October 4, 2011. During this bargaining period, the City and CUPE Local

79 had a total of 24 bargaining sessions including continuous bargaining over a 48-hour period of time from March 23rd to March 25th. At 8:30 pm on Saturday, March 24th the City provided the Local 79 Union Executive with Final Offers on each of their four (4) collective agreements. At 9:25 pm, the Union proposed taking those offers to their membership, without endorsement, for ratification votes. The City accepted the Union's proposal and ratification votes were subsequently held on Wednesday, March 28, 2012.

CUPE Local 79 has informed the City that the result of the voting was that the members of the Full-Time Unit and Part-Time Unit B ratified their respective Memorandum of Settlement. The membership, within each respective bargaining unit, approved the final offers for the Full-Time Unit and Part-Time Unit B.

Highlights of the Memoranda of Settlement including the Final Offers for the Full-Time and Part-Time Unit B are contained in Confidential Attachment 2, Summary of the Memoranda of Settlement.

CONTACTS

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SIGNATURE

Bruce L. Anderson
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Joseph P. Pennachetti
City Manager

ATTACHMENTS

- Confidential Attachment 1: Memoranda of Settlement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto, Full-Time Unit and Part-Time Unit B
- Confidential Attachment 2: Summary of the Memoranda of Settlement for the Full-Time Unit and Part-Time Unit B, Part A
- Confidential Attachment 3: Summary of the Memoranda of Settlement for Full-Time and Part-Time Unit B, Part B