



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with  
Canadian Union of Public Employees (CUPE) Local 79 –  
Recreation Workers' Part-Time Unit**

<b>Date:</b>	April 4, 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**

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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 Memorandum of Agreement between the City of Toronto and CUPE Local 79, for the Recreation Workers' Part-Time Unit collective agreement.

**RECOMMENDATIONS**

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**The City Manager and Executive Director, Human Resources recommend that:**

1. City Council ratify and approve the Confidential Attachment 1, Memorandum of Agreement dated March 30, 2012, between the City of Toronto and the Canadian Union of Public Employees, Local 79 to effect a new collective agreement for the Recreation Workers' Part-Time Unit.

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 for the Recreation Workers' Part-Time Unit.
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 Agreement for Recreation Workers' Part-Time Unit.
4. City Council authorize the public release of the confidential information in Confidential Attachment 1, if the Memorandum of Agreement for Recreation Workers' Part-Time Unit is ratified and approved by Council, at the conclusion of the Council meeting.
5. City Council authorize the public release of the confidential information in Confidential Attachment 2, Part A, if the Memorandum of Agreement for Recreation Workers' Part-Time Unit is ratified and approved by Council, at the conclusion of the Council 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 Agreement is 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 (Recreation Workers' Part-Time Unit, Full-Time Unit, Part-Time Unit B, Long Term Care Homes & Services Part-Time Unit) 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 23<sup>rd</sup> to March 25<sup>th</sup>. At 8:30 pm on Saturday, March 24<sup>th</sup> 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.

On March 29, 2012, CUPE Local 79 informed the City that the result of the voting was that the majority of the voting members of the Full-Time Unit and Part-Time Unit B ratified their respective Memorandum of Settlement. City Council subsequently ratified and approved these two Memorandum of Settlement (i.e., Full-Time Unit and Part-Time Unit B) at its special Council meeting held on April 2, 2012.

On March 29, 2012, CUPE Local 79 also informed the City that the result of the voting was that the majority of the voting members of the Recreation Workers' Part-time Unit and the Long Term Care Homes and Services (LTCHS) Part-Time Unit rejected the City's final offers.

The parties agreed on March 30, 2012, that the LTCHS Part-Time Unit's outstanding issues would go to binding arbitration as the impasse resolution method for these employees who do not have the right to strike.

On March 30, 2012, City representatives met with the Local 79 bargaining committee to have further discussion with regard to the outstanding matters in the Recreation Workers' Part-Time Unit.

As result of those discussions, the parties were able to come to a resolution and Local 79 Executive agreed to recommend the agreed to March 30, 2012, Memorandum of Agreement to the members of the Recreation Workers' Part-Time Unit to accept the settlement. The ratification vote was held on April 3, 2012, and the majority of the voting members ratified the Memorandum of Agreement.

Highlights of the Memorandum of Agreement for the Recreation Workers' Part-Time Unit are contained in Confidential Attachment 2, Summary of the Memorandum of Agreement, Part A.

## **CONTACTS**

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## **SIGNATURE**

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Bruce L. Anderson  
Executive Director, Human Resources

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Joseph P. Pennachetti  
City Manager

## **ATTACHMENTS**

- Confidential Attachment 1: Memorandum of Agreement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto: Recreation Workers' Part-Time Unit
- Confidential Attachment 2: Summary of the Memorandum of Agreement for the Recreation Workers' Part-Time Unit, Part A
- Confidential Attachment 3: Summary of the Memorandum of Agreement for Recreation Workers' Part-Time Unit, Part B