



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with
Canadian Union of Public Employees Local 2998**

Date:	July 4, 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 2998 and to ratify and approve the successfully negotiated Memorandum of Settlement between the City of Toronto and CUPE Local 2998.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council ratify and approve the Confidential Attachment 1, Memorandum of Settlement dated June 20, 2012, between the City of Toronto and the Canadian Union of Public Employees, Local 2998 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 Budgets and Operating Budgets of the Community Centres 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.
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.
6. City Council authorize the public release of the confidential labour relations information in Confidential Attachment 3, following the conclusion of collective bargaining/interest arbitration with CUPE Local 79 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 CUPE Local 2998 expired on December 31, 2011. The City provided notice to commence bargaining on October 4, 2011. The parties had a total of 12 bargaining sessions between February 21th and June 20th.

CUPE Local 2998 represents approximately 275 employees working in full-time, part-time and casual relief positions at the ten Community Centres, situated across the city, who form the Association of Community Centres (AOCCs). Unlike other City agencies, AOCC staff are City of Toronto employees as defined in the Association of Community Centres/City of Toronto Relationship Framework.

The AOCC governance model is a hybrid between a City agency and an independent not-for-profit community-based organization. The core administration activities are treated like a City Board, both facilities and core administrative funding are provided by the City, and the program component is treated like an independent not-for-profit community-based organization.

A tentative agreement was reached between the parties on June 19, 2012. The Memorandum of Settlement was signed on June 20, 2012 and ratified by the Local 2998 membership in the evening of June 22, 2012.

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

CONTACTS

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SIGNATURE

Bruce L. Anderson
Executive Director of Human Resources

Joseph P. Pennachetti
City Manager

ATTACHMENTS

- Confidential Attachment 1: Memorandum of Settlement – Canadian Union of Public Employees, Local 2998 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