COTAPSA
ADVISE
ADVOCATE
ACT

The City of Toronto Administrative, Professional, Supervisory Association Inc.

77 Elizabeth Street, 3rd Floor
Toronto, ON M5G 1P4
e cotapsa@toronto.ca
t 416.392.7543
f 416.392.1379

cotapsa.ca

City of Toronto
Employee and Labour Relations Committee

Tuesday, June 5, 2012

EL6.1 Non-union Employees, Accountability Officers and Elected Officials Benefits Plan

History:

In the past, non-unionized employees have made tremendous contributions to protect the City's infrastructure and to keep it running during a 39 day civic labour strike. Non-unionized employees kept the City clean, safe, and working efficiently during this challenging time.

Recently, the non-unionized employees were prepared to serve the City once again had there been a disruption. They would have, as in the past, kept the City clean, safe and functioning.

Over the years, non-unionized employees have made significant concessions to the City of Toronto, and as a result, have consistently seen their compensation decrease compared to union employees.

Some Examples:

1. In July 2006, changes were made to the Non-union Employee Sick Leave Plan that froze the accumulation of sick days and switched all non-union employees over to a new Short-term Disability Plan effective March 1, 2008.

   The Sick Leave Plan for unions was not changed. Employees continued to accumulate sick days.

2. In 2008, the unionized employees received an increase of 3.25 percent and a second mid-year increase of 0.75 percent.

   The second increase of 0.75 percent was not approved for non-union employees.

COTAPSA's Observations:

Benefit Plans are part of the total compensation package provided by the City of Toronto to its employees to attract and retain staff.

The City is experiencing difficulty in attracting individuals into City positions from the outside marketplace due to its current compensation.

Benefits are part of compensation.

While COTAPSA understands:

1. That the fastest growing component of compensation has been benefit costs; and
2. City of Toronto wants to control those rising costs.

COTAPSA sees no reason why non-union management employees should not have a benefit plan that is different from the unions.

That would assist the City in attracting and retaining employees.

Conclusion:

Notwithstanding, while COTAPSA is not pleased with the proposed changes to the non-union benefit plans and understands the City's desire to control rising benefit costs, the changes are something that we could accept provided the Non-union Employee Compensation Report is adopted in its entirety.

Richard D. Majkot

Richard Majkot,
Executive Director of COTAPSA