



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with
CUPE, Local 79 – Full-time Unit, Unit B - Part-time and
Recreation Workers - Part-time**

Date:	March 8, 2016
To:	City Council
From:	City Manager Director, Employee & Labour Relations
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 Canadian Union of Public Employees (CUPE), Local 79 ("CUPE, Local 79") in order that it can ratify and approve the successfully negotiated Memorandum of Settlements between the City of Toronto and CUPE, Local 79 for the Full-time Unit, Unit B, Part-time and Recreation Workers, Part-time collective agreements following ratification by CUPE, Local 79.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council ratify and approve the following Memoranda of Settlement dated March 3, 2016, between the City of Toronto and Canadian Union of Public Employees, Local 79, following ratification by CUPE, Local 79:
 - a. the Memorandum of Settlement governing the CUPE, Local 79 Full-time bargaining unit, as attached hereto as Confidential Attachment 1A;

- b. the Memorandum of Settlement governing the CUPE, Local 79 Part-time Unit B bargaining unit, as attached hereto as Confidential Attachment 1B; and
- c. the Memorandum of Settlement governing the CUPE, Local 79 Part-time Recreation Workers bargaining unit, as attached hereto as Confidential Attachment 1C;

in order to effect the new collective agreements for each of the bargaining units identified above.

- 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 Memoranda of Settlements.
- 3. City Council authorize staff to make the necessary adjustments to the 2016 Non-Program Expenditure Budget and Operating Budgets of the Divisions to reflect provisions of the Memoranda of Settlements.
- 4. City Council authorize the public release of the confidential information in Confidential Attachments 1A, 1B and 1C, if the Memoranda of Settlements 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, B, C and D, if the Memoranda of Settlements 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, following 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 October 9, 2015.

ISSUE BACKGROUND

The Collective Agreements between the City and CUPE, Local 79 expired on December 31, 2015. The City and Local 79 commenced bargaining on October 23, 2015. The parties had a total of 35 bargaining sessions including continuous bargaining over a 21 hour period of time from March 2nd to March 3rd, 2016.

Tentative agreements were reached between the parties for the Full-time Unit, Unit B – Part-time and Recreation Workers – Part-time collective memoranda of settlements on March 3, 2016. The Memoranda of Settlements were signed on March 3, 2016.

At the same time, the parties have agreed that the LTCH&S Part-Time Unit's outstanding issues will go to binding arbitration as the impasse resolution method for these employees who are covered by the *Hospital Labour Disputes Arbitration Act* and who do not have the right to strike.

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

CONTACTS

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SIGNATURE

Robert J. Reynolds
Director, Employee & Labour Relations

Peter Wallace
City Manager

ATTACHMENTS

Confidential Attachment 1A: Memorandum of Settlement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto, Full-Time Unit

Confidential Attachment 1B: Memorandum of Settlement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto, Unit B, Part-time

Confidential Attachment 1C: Memorandum of Settlement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto, Recreation Workers, Part-time Unit

Confidential Attachment 2: Summary of the Memoranda of Settlement for the Full-Time Unit, Part-Time Unit B and Recreation Workers, Part-time, Part A, B, C and D

Confidential Attachment 3: Summary of the Memoranda of Settlement for Full-Time, Part-Time Unit B and Recreation Workers, Part-time, Part A, B, C and D