



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Results of Collective Bargaining Negotiations with  
CUPE, Local 2998**

<b>Date:</b>	November 7, 2016
<b>To:</b>	City Council
<b>From:</b>	City Manager Director, Employee & Labour Relations
<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**

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 2998 ("CUPE, Local 2998") in order that it can ratify and approve the successfully negotiated Memorandum of Settlement between the City of Toronto (AOCC's) and CUPE, Local 2998 collective agreement.

**RECOMMENDATIONS**

**The City Manager recommends that:**

1. City Council ratify and approve the following Memorandum of Settlement dated September 23, 2016, between the City of Toronto (AOCC's) and Canadian Union of Public Employees, Local 2998, following ratification by CUPE, Local 2998 in order to effect the new collective agreement for the bargaining unit 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 Memorandum of Settlement.

3. City Council authorize staff to make the necessary adjustments to the 2016 Non-Program Expenditure Budget and Operating Budgets of the AOCC's to reflect provisions of the Memorandum of Settlement.
4. City Council authorize the public release of the confidential information in Confidential Attachments 1A, 2 and 3, if the Memorandum of Settlement is ratified and approved by Council, at the conclusion of the Council Meeting.

## **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 (AOCC's) and CUPE, Local 2998 expired on December 31, 2015. The City and Local 2998 commenced bargaining on June 20, 2016. The parties had a total of 9 bargaining sessions.

A tentative agreement was reached between the parties on September 23, 2016. The Memorandum of Settlement was signed on September 23, 2016.

CUPE Local 2998 ratified the Memorandum of Settlement on October 18, 2016.

## **CONTACTS**

Robert J. Reynolds, Director, Employee & Labour Relations  
Phone: 416-392-5006, E-mail: [rreynol@toronto.ca](mailto:rreynol@toronto.ca)

## **SIGNATURE**

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Robert J. Reynolds  
Director, Employee & Labour Relations

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Peter Wallace  
City Manager

## **ATTACHMENTS**

- Confidential Attachment 1A: Memorandum of Settlement – Canadian Union of Public Employees (CUPE), Local 2998 and the City of Toronto
- Confidential Attachment 2: Summary of the Memorandum of Settlement
- Confidential Attachment 3: Summary of the Memorandum of Settlement