

**Attachment 2 – Confidential Information**

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**Summary of the Memorandum of Settlement  
Canadian Union of Public Employees Local 2998 and the City of Toronto**

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### Results of Collective Bargaining Negotiations with CUPE Local 2998 – Summary of the Memorandum of Settlement

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

The City's (AOCC's) bargaining team was successful in negotiating agreements on the following key matters:

#### **1. Wage Settlement and Term Length**

- The settlement provides for wage increases in each year of a new 4 year collective agreement (January 1, 2016 to December 31, 2019):
  - January 1, 2016      0.75% Base Increase
  - July 1, 2016        0.50% Base Increase
  - January 1, 2017    0.75% Base Increase
  - July 1, 2017        0.50% Base Increase
  - January 1, 2018    0.75% Base Increase
  - July 1, 2018        0.50% Base Increase
  - January 1, 2019    0.75% Base Increase
  - July 1, 2019        0.50% Base Increase

In addition, there is a one-time non-base non-pensionable lump sum payment January 1, 2019 of 0.25%.

#### **2. Active Benefit Plan (Article 27)**

- Changes to the benefit provisions of the Benefits Plan are as follows:

##### **Active Employee Benefits Plan Provision Changes**

<b>Benefit Type</b>	<b>Old Provision</b>	<b>New/Changes to Provision</b>
Drugs	No requirement for mandatory generic drugs	Mandatory generic drugs  Non-generic drugs will be covered upon the insurer's approval of an application completed by the employee's physician confirming that the generic drug is not

		medically effective, or not medically tolerated
Orthotic Devices	One device per person per benefit year (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices per benefit year)	One device per person every two benefit years (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices every two benefit years)
Long-Term Disability (LTD)	Benefit of 75% of basic salary	Benefit of 70% of basic salary for claims approved after ratification date

**3. Job Posting (Article 18)**

- Simplified job posting language for all employees. Employees wishing to apply at other Community Centres must clearly indicate they are currently working at another Community Centre to be considered as an internal applicant.

**4. Job Evaluation and Pay Equity (Article 20.06/ Letter of Intent)**

- A long standing issue that became the central focus for the union at bargaining. The union agreed to a new article and a new Letter of Intent. This streamlined the evaluation process and committed both parties to achieve a mutual agreement in a timely manner. Most important there will be no retroactivity on changes to existing rates of pay or job profiles resulting from the program.

**5. Personal Leave (Article 32.07)**

- Deleted personal leave and replaced with a Leave of Absence without pay. This will provide each Centre with better guidelines and criteria for leave of absence requests, having regard for the duration of the leave and the needs of the Centre.

**6. Scheduling Employees Regularly Working Less than 18 Hours/wk and Casual Relief (Letter of Intent)**

- Deleted and replaced with new Letter of Intent on scheduling. This was the second major issue with the union. They were desirous of creating universal scheduling language which is not practical or efficient for each centre. This new letter provides for input from both sides to create scheduling pilots that can be tested in one or more centre that are non-binding.

## **Conclusion**

The City (AOCC's) and CUPE Local 2998 had productive bargaining sessions during this round of negotiations which resulted in a negotiated contract recommended for ratification by both parties.

The tentative agreement has achieved the financial mandate provided by the City's Employee & Labour Relations Committee, specifically with the introduction of the cost containment provisions in the benefits plan, while still recognizing concerns of the Union with respect to fairness and transparency in the workplace. In addition the agreement addressed two major long standing issues on Job Evaluation/Pay Equity and Scheduling without adding any additional cost and allow each Centre to maintain operating flexibility.

## Summary Key Highlights: CUPE, Local 2998

<b>Term:</b> January 1, 2016 to December 31, 2019
<b>Wages:</b> 0.75% base (Jan. 1, 2016), 0.50% base (Jul. 1, 2016), 0.75% base (Jan. 1, 2017), 0.50% base (Jul. 1, 2017), 0.75% base (Jan.1, 2018), 0.50% base (Jul. 1, 2018), 0.75% base (Jan. 1, 2019) and 0.50% base (Jul. 1, 2019)
<b>Wage:</b> <ul style="list-style-type: none"><li>• Lump Sum (one-time): 0.25% (Jan.1, 2019); non-pensionable, pro-rated based on regular hours worked in 2018</li></ul>
<b>Benefits:</b> <ul style="list-style-type: none"><li>• Mandatory generic drugs</li><li>• Orthotic Device every two years (was one every year)(full time only)</li><li>• LTD benefit at 70% of basic salary (was 75%)</li></ul>
<b>Job Postings;</b> <ul style="list-style-type: none"><li>• Simplified job posting language</li></ul>
<b>Job Evaluation and Pay Equity</b> <ul style="list-style-type: none"><li>• Streamlined joint evaluation process</li><li>• No retroactivity</li></ul>
<b>Unpaid Personal Leave of Absence</b> <ul style="list-style-type: none"><li>• Guidelines and criteria for leave of absence requests having regard for the duration of the leave and the operations needs of the Centre</li></ul>
<b>Scheduling of Part Time Employees</b> <ul style="list-style-type: none"><li>• Ability for parties to develop "scheduling pilots" to be implemented at one or more of the Community Centres taking into consideration the operational needs of the centres while providing more stability and predictability of work part time employees</li></ul>

*\*The purpose of this document is to provide a brief highlight of the settlement and is not intended to be all inclusive or to provide all the specific details. Such specific information is contained within the Memorandum of Settlement document.*