

City Council**Motion without Notice**

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| MM22.34 | ACTION | | | Ward:All |
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Results of Collective Bargaining with CUPE Local 2998 (Association of Community Centres) - by Deputy Mayor Denzil Minnan-Wong, seconded by Councillor Sarah Doucette

** This Motion has been deemed urgent by the Chair.*

** This Motion is not subject to a vote to waive referral. This Motion has been added to the agenda and is before Council for debate.*

Confidential Attachment - Labour relations or employee negotiations**Recommendations**

Deputy Mayor Denzil Minnan-Wong, seconded by Councillor Sarah Doucette, recommends that:

1. City Council adopt the following recommendations in the report (November 7, 2016) from the City Manager and the Director, Employee and Labour Relations:

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.

Summary

At its meeting held October 9, 2015, the Employee and Labour Relations Committee provided direction to City staff in the form of a collective bargaining mandate for CUPE Local 79, TCEU Local 416 and CUPE Local 2998.

The Collective Agreement between the City (AOCC's) and CUPE, Local 2998 expired on December 31, 2015. A tentative agreement governing the terms of a renewal collective agreement governing employees of the City (AOCC's) was reached between the parties on September 23, 2016. The Memorandum of Settlement was signed on September 23, 2016.

Employees of the City (AOCC's) belonging to CUPE Local 2998 ratified the Memorandum of Settlement on October 18, 2016.

The City's Employee and Labour Relations staff have participated in the preparation of this Motion without Notice.

This Motion is urgent as the terms of the renewal collective agreement, including wage increases and changes to the benefit plans consistent with the bargaining mandate cannot be implemented without Council ratification. Deferral of ratification to the December meeting of City Council will result in a more than three month delay in implementation of those changes negotiated between the parties, some of which are retroactive to January 1, 2016.

Background Information (City Council)

Member Motion MM22.34

(November 7, 2016) Report from the City Manager and the Director, Employee and Labour Relations on results of collective bargaining with CUPE Local 2998 (AOCCs)

<http://www.toronto.ca/legdocs/mmis/2016/mm/bgrd/backgroundfile-98193.pdf>

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