



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Results of Collective Bargaining Negotiations with Toronto Civic Employees' Union (TCEU), Local 416 - CUPE

Date: March 4, 2020
To: City Council
From: City Manager
Chief People Officer, People & Equity
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

The attachment to this report contains labour relations information, supplied in confidence to the City of Toronto, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization.

SUMMARY

The purpose of this report is to provide Council with the results of the collective bargaining negotiations with TCEU, Local 416 - CUPE and to seek ratification and approval of the successfully negotiated Memorandum of Settlement between the City of Toronto and TCEU, Local 416 - CUPE.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council ratify and approve the Confidential Attachment 1, Memorandum of Settlement dated February 28, 2020, between the City of Toronto and TCEU, Local 416 - CUPE to effect a new collective agreement.

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 2020 Non-Program Expenditure Budget and Operating Budgets of the Divisions to reflect provisions of the Memorandum of Settlement.
4. City Council authorize the public release of the confidential information in Confidential Attachment 1, if the Memorandum of Settlement is 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, if the Memorandum of Settlement is 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 the conclusion of collective bargaining with CUPE Local 79, including ratification and approval of the collective agreement, 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 Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial impact information.

DECISION HISTORY

The Collective Bargaining Subcommittee approved a mandate for collective bargaining on September 6, 2019.

COMMENTS

The Collective Agreement between the City and TCEU, Local 416 - CUPE expired on December 31, 2019. The Union provided notice to commence bargaining on November 28, 2019. However, the parties had already commenced bargaining on September 24, 2019. The parties had a total of twenty-seven (27) bargaining sessions.

A tentative agreement was reached between the parties on February 28, 2020 and the Memorandum of Settlement was signed at 10:30 p.m. on February 28, 2020.

Highlights of the Memorandum of Settlement are contained in Confidential Attachment 2 and the financial impacts of the Memorandum of Settlement are contained in Confidential Attachment 3.

CONTACT

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SIGNATURE

Omo Akintan
Chief People Officer, People & Equity

Chris Murray
City Manager

ATTACHMENTS

Confidential Attachment 1 - Memorandum of Settlement – Toronto Civic Employees' Union (TCEU), Local 416 - CUPE and the City of Toronto
Confidential Attachment 2 - Summary of the Memorandum of Settlement
Confidential Attachment 3 - Financial Impacts of the Memorandum of Settlement