

CONFIDENTIAL INFORMATION OR ADVICE

Results of Collective Bargaining Negotiations with TCEU Local 416 – Summary of the Memorandum of Settlement.

The City'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 five (5) year (January 1, 2020 to December 31, 2024) collective agreement:

- January 1, 2020 1.0% Base Increase
- January 1, 2021 1.0% Base Increase
- January 1, 2022 1.0% Base Increase
- January 1, 2023 1.5% Base Increase
- July 1, 2023 0.25% Base Increase
- January 1, 2024 1.75% Base Increase

Total: 6.50% base pay negotiated/5 year average of 1.3% per year

2. Designated and Statutory Holidays (Article 12)

- Increased the number of Floating Holidays from two (2) to three (3).

3. Sick Pay Plan (Article 14A) and Illness or Injury Plan (Article 14B)

- Enhanced the information to be provided at twenty (20) and forty (40) days of absence and will reimburse up to sixty dollars (\$60) for completion of the City's Return to Work Form.

4. Active Benefit Plan (Article 16)

- Dispensing fee cap - Remains at nine dollars (\$9), with the exception of the dispensing fee cap for eligible compound drugs which is twenty-five dollars (\$25) per prescription, which reflects the City's current practice.
- Erectile Dysfunction medication - Established a cap of 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement

that an employee receive a greater number of tablets. The benefit is currently unlimited.

- Addition of nurse practitioner to the list of professionals who can provide prescription for massage therapy.
- Orthotic and Orthopedic devices for dependants 18 years of age and under - shall be limited to three (3) pairs per dependant per benefit year. The benefit is currently unlimited.
- Psychologist Services - Increased the maximum amount for psychologist services from three hundred dollars (\$300) per person per benefit year to one thousand dollars (\$1,000) per person per benefit year. Expanded the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges.
- Vision - Provided an additional eighty dollars (\$80) for one (1) routine eye exam for every twenty-four (24) consecutive months, outside of the vision entitlement (\$450).
- Increased the maximum for one Prostate Specific Antigen (PSA) or one Ovarian Screening Test (CA125II) from thirty dollars (\$30) to forty dollars (\$40).
- Joint Benefits Committee - New Memorandum Item Only - Agreement to jointly conduct a comprehensive review of all benefits plans during the term of the collective agreement with the objective of meeting the employee coverage requirements and the City's needs of providing a fiscally sustainable comprehensive benefit program

5. Union Leaves (Article 3)

- New leave of absence with pay and benefits for one (1) Full-Time Job Evaluation Committee Representative to support the Job Evaluation Maintenance Program.

6. Leave of Absence (Article 24), Pregnancy/Parental Leave

- Amended Supplemental Employment Benefits payments for pregnancy/parental leave – Following ratification, the amount of the top-up for employees who take pregnancy and parental leave will increase from 75% of wages to 85% of wages (less EI benefits).
- Employees can receive the 85% top-up for up to 12 months or elect to spread the same dollar value of the top-up payments over a period of up to 18 months, so that all employees will have access to the same total amount of top-up entitlement. Currently, as a result of the 2017 change in Federal EI benefits, employees can receive the 75% top-up for the full 18-month period.

7. Layoff and Recall (Article 28)

- Amended Letter of Agreement Personal Work Selection List (PWSL) - Increased the frequency of updating an employee's PWSL from an annual to a monthly basis to allow more accurate and timely work selection.
- Amended Letter of Agreement Permanent Work Opportunities of 10 Months or More within Parks, Forestry & Recreation Opportunities – 10 Months or More Jobs - Effective 2021, added ten (10) permanent work opportunities of 10 months or more to increase operational stability by significantly reducing turnover in the Division.
- Joint Efficiency Committee - New Memorandum Item Only – Identify efficiencies in the job posting, layoff and recall processes, and to recommend, implement and assess new practices.
 - Implement interim job posting process to increase flexibility and efficiency in filling vacancies through new "Candidate List" language; resulting vacancies in the same job classification and Division not known at the time of a job posting may be filled through the established Candidate List, effective for a 3-month period.

8. Employment Security (Article 29)

- Continued to limit job security to employees who have reached 15 years seniority with the cut-off date extended to as of December 31, 2024.

9. Paramedics: Interest Arbitration and Part-time Paramedics (Schedule P)

- Introduced new language for seniority calculation for Part-Time Paramedics when taking Pregnancy and/or Parental Leave.
- All outstanding issues related to Paramedics, including wages and psychologist benefits, have been referred to Interest Arbitration to be determined at a later date.

10. Job Postings (Article 19)

- New Letter of Agreement – Eligibility List Pilot
 - Establish a process to reduce the number of permanent job call postings by creating eligibility lists for two (2) high turnover senior qualified positions (Arena Pool Operator 2 and Transfer Station Operator). Anticipated efficiencies include a reduction in the number of job call postings and expedited filling of additional permanent vacancies.
- Amended Letter of Agreement – Interim Alternate Processes for Article 19 and Letter of Agreement Temporary Work (Article 2)
 - Temporary vacancies known to be more than thirty-four (34) weeks (currently 25 weeks) will be posted internally. This amendment will increase efficiency and

mobility by reducing the volume of challenging job call processes for senior qualified positions allowing the City to post short-term temporary vacancies externally.

11. No Discrimination or Harassment (Article 6)

- Updated to reflect current human rights terminology for gender neutral and reprisal language.
- Amended employment equity and inclusion language to advance equity and inclusion goals.

12. Overpayments (Article 7)

- Renewed Letter of Agreement Interim Alternate Process for Clause 7.06 - process for overpayment in excess of five hundred dollars (\$500).

13. Printing of Collective Agreement (Article 40)

- Increased the number of days off from two (2) to five (5) for members of Negotiating Committee to proof-read the Collective Agreement for greater efficiency.

14. Tool Allowance (Article 42)

- Increased Tool Allowance from seven hundred and fifty dollars (\$750) to eight hundred and fifty dollars (\$850).

15. Continuous Learning, Training and Apprenticeships (Article 47)

- New Letter of Agreement Industrial Millwright Apprenticeship Program to meet succession planning needs of the City, to address Toronto Water's hiring challenges and to ensure a highly skilled workforce with the aging Industrial Millwright population at the City.
- Amended Letter of Agreement Professional and/or Licence Fees - Parties agree to meet to review and develop a procedure to assist the parties in facilitating payment for professional and/or licence fees for employees.

Conclusion

The City and TCEU Local 416 have achieved a settlement that is fair to our valued employees and fair to the residents and businesses of the City of Toronto.

The tentative agreement has achieved significant improvements in management rights, resulting in modernizing the collective agreement and allowing the City to deliver its services effectively and efficiently to the residents, taxpayers and businesses of Toronto while still being fair to its employees.

The City was able to achieve its goal of negotiating terms and conditions for a new Collective Agreement within the financial mandate provided by the City's Collective Bargaining Subcommittee. The City was also successful in partnering with the Union on a number of efficiency initiatives which will assist the parties to better deal with matters of mutual interest including job postings, work selection, and layoff/redeployment. This Collective Agreement maintains the job security for existing employees who will achieve 15 years of seniority by December 31, 2024 and will also introduce cost containment provisions into the sick and benefits plans helping make our plans more sustainable.

Summary Key Highlights: Toronto Civic Employees' Union, Local 416

Term: January 1, 2020 to December 31, 2024
<p>Wages:</p> <p>1.0% (Jan. 1, 2020), 1.0% base (Jan. 1, 2021), 1.0% base (Jan.1, 2022), 1.5% base (Jan. 1, 2023), 0.25% (Jul. 1, 2023), 1.75% base (Jan. 1, 2024) - 5 year average of 1.3% per year</p>
<p>Benefits:</p> <ul style="list-style-type: none">• Erectile Dysfunction medication - from unlimited to 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets.• Addition of nurse practitioner to the list of professionals who can provide prescription for massage therapy.• Orthotics and Orthopedic devices for dependants 18 years of age and under - from unlimited to 3 pairs per dependant per benefit year.• Psychologist Services - Increased the maximum amount for psychologist services from \$300 per benefit year to \$1,000 per benefit year.• Vision - Additional \$80 for one routine eye exam for every 24 months, outside of the vision entitlement (\$450).• Prostate and Ovarian Screening - Increased the maximum for one Prostate Specific Antigen (PSA) or one Ovarian Screening Test (CA125II) from \$30 to \$40.• Joint Benefits Committee - New Memorandum Item Only - Joint comprehensive review of the benefits plans to meet the needs of employees and be financially sustainable.
<p>Designated and Statutory Holidays:</p> <ul style="list-style-type: none">• Increased the number of Floating Holidays from 2 to 3.
<p>Pregnancy/Parental Leave:</p> <ul style="list-style-type: none">• The amount of the top-up for pregnancy and parental leave is increased from 75% to 85%.• Employees can receive the 85% top-up for up to 12 months or elect to spread the same dollar value of the top-up payments over a period of up to 18 months, so that all employees will have access to the same total amount of top-up entitlement. Currently, as a result of the 2017 change in Federal EI benefits, employees can receive the 75% top-up for the full 18-month period.
<p>Employment Security:</p> <ul style="list-style-type: none">• Continued to limit job security to employees who have reached 15 years seniority with the cut-off date extended to as of December 31, 2024.

Paramedics:

- Outstanding Paramedic issues, including wages and psychologist benefits, to go to Interest Arbitration.

Continuous Learning, Training and Apprenticeships:

- Amended Letter of Agreement Professional and/or Licence Fees - Parties agree to meet to review and develop a consistent procedure.
- New Letter of Agreement Industrial Millwright Apprenticeship Program.

*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.