



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Results of Collective Bargaining Negotiations with CUPE, Local 79 – Full-time Unit, Unit B - Part-time, Long-Term Care Homes and Services Part-time Unit and the Recreation Workers - Part-time

Date: June 23, 2020

To: City Council

From: City Manager

Chief People Officer, People and 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 CUPE, Local 79 and to seek ratification and approval of the successfully negotiated Memorandum of Settlement between the City of Toronto and CUPE, Local 79 for the Full-time Unit, Unit B - Part-time, Recreation Workers - Part-time and the Long-Term Care Homes & Services Part-time Unit.

Local 79 is scheduled to ratify the Memoranda of Settlements on June 27, 2020.

RECOMMENDATIONS

The City Manager and the Chief People Officer recommend that:

Subject to confirmation that Local 79 has ratified the memoranda:

1. City Council ratify and approve the following Memoranda of Settlement dated March 13, 2020, between the City of Toronto and Canadian Union of Public Employees, Local 79, following ratification by CUPE, Local 79 in order to effect the new collective agreements for each of the bargaining units:

- a. the Memorandum of Settlement governing the CUPE, Local 79 Full-time bargaining unit, attached as Confidential Attachment 1A;
- b. the Memorandum of Settlement governing the CUPE, Local 79 Unit B Part-time bargaining unit, attached as Confidential Attachment 1B; and
- c. the Memorandum of Settlement governing the CUPE, Local 79 Recreation Workers Part-time bargaining unit, attached as Confidential Attachment 1C; and
- d. the Memorandum of Settlement governing the CUPE, Local 79 Long-Term Care Homes and Services Part-time bargaining unit, attached as Confidential Attachment 1D.

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 Memoranda of Settlements.

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 the provisions of the Memoranda of Settlements.

4. City Council authorize the public release of the confidential information in Confidential Attachments 1A, 1B, 1C and 1D, if the Memoranda of Settlements are ratified and approved by Council, at the conclusion of the Council Meeting.

5. City Council authorize the public release of the confidential information in Confidential Attachment 2, Parts A, B, C and D, if the Memoranda of Settlements are ratified and approved by Council, at the conclusion of the Council Meeting.

6. City Council authorize the public release of the confidential labour relations information in Confidential Attachment 3, if the Memoranda of Settlements are 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 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 Agreements between the City and CUPE, Local 79 expired on December 31, 2019. The City provided notice to bargain to Local 79 on November 15, 2019 and the parties commenced bargaining on December 5, 2019. The parties had a total of thirty-nine (39) bargaining sessions.

A tentative agreement was reached between the parties on March 13, 2020 and the Memoranda of Settlements was signed at 11:45 p.m. on March 13, 2020.

Highlights of the Memoranda of Settlements are contained in Confidential Attachment 2, Parts A to D and the financial impacts of the Memoranda of Settlements are contained in Confidential Attachment 3.

Local 79 is scheduled to ratify the Memoranda of Settlements on June 27, 2020.

CONTACT

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SIGNATURE

Omo Akintan
Chief People Officer, People & Equity

Chris Murray
City Manager

ATTACHMENTS

Confidential Attachment 1A: Memorandum of Settlement – Canadian Union of Public Employees (CUPE), Local 79 and the City of Toronto, Full-Time Unit

Confidential Attachment 1B: Memorandum of Settlement – Canadian Union of Public Employees

Results of Collective Bargaining with Local 79, etc.

- Confidential Attachment 1C: (CUPE), Local 79 and the City of Toronto, Unit B Part-time Unit
Memorandum of Settlement – Canadian Union of Public Employees
(CUPE), Local 79 and the City of Toronto, Long-Term Care Homes &
Services Part-time Unit
- Confidential Attachment 1D: Memorandum of Settlement – Canadian Union of Public Employees
(CUPE), Local 79 and the City of Toronto, Recreation Workers Part-time
Unit
- Confidential Attachment 2: Summary of the Memoranda of Settlements for the Full-Time Unit,
Part-Time Unit B and Recreation Workers Part-time and Long-Term Care
Homes & Services Part-time, Part A, B, C and D
- Confidential Attachment 3: Summary of the Financial Impacts for the Memoranda of Settlements for
Full-Time, Part-Time Unit B and Recreation Workers, Part-time and
Long-Term Care Homes & Services Part-time Part A, B, C and D