

Results of Collective Bargaining Negotiations between AOCC and CUPE Local 2998

Date: March 30, 2021

To: City Council

From: City Manager and the Chief People Officer

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 City Council with the results of the collective bargaining negotiations between the Association of Community Centres (AOCC) and Canadian Union of Public Employees (CUPE) Local 2998 and to seek ratification by Council of the negotiated agreement.

RECOMMENDATIONS

The City Manager and the Chief People Officer recommend that:

1. City Council ratify and approve the attached Memorandum of Settlement dated February 27, 2021, between AOCC and CUPE Local 2998, in order to effect the 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 Memoranda of Settlement.

3. City Council authorize staff to make the necessary adjustments to the 2020 Non-Program Expenditure Budget and Operating Budgets of the AOCC to reflect the provisions of the Memorandum of Settlement.

4. City Council authorize the public release of the confidential information in Confidential Attachments 1, 2 and 3 if the Memorandum of Settlement is 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 2.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial impact information.

EQUITY IMPACT STATEMENT

The City/AOCC considered equity issues in the development of its collective bargaining proposals. There are no negative equity impacts identified as a result of ratifying this collective agreement.

DECISION HISTORY

At its meeting of September 6, 2019 the Collective Bargaining Subcommittee approved a mandate for collective bargaining.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.CB1.1>.

COMMENTS

The collective agreement between AOCC and CUPE Local 2998 expired on December 31, 2019. The negotiations were originally slated to commence shortly after the conclusion of CUPE Local 416/79, however, there were delays as a result of the COVID-19 response. Instead the parties commenced collective bargaining on November 24, 2020. The parties had a total of ten (10) bargaining sessions. A tentative agreement was reached between the parties on February 27, 2021.

CUPE Local 2998 ratified the agreement on March 9, 2021.

Highlights of the Memorandum of Settlement are contained in Confidential Attachment 1. Confidential Attachment 3 is the complete Memorandum of Settlement.

CONTACT

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SIGNATURE

Chris Murray
City Manager

Omo Akintan
Chief People Officer

ATTACHMENTS

Confidential Attachment 1: Financial implications of the Memorandum of Settlement
Confidential Attachment 2: Summary of the Memorandum of Settlement
Confidential Attachment 3: Memorandum of Settlement between AOCC and CUPE
Local 2998