

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Results of Collective Bargaining Negotiations with CUPE Local 79 – Summary of the Memorandum of Settlement.

The City's bargaining team was successful in negotiating a Memorandum of Agreement on behalf of the AOCC. In addition to a number of non-monetary and housekeeping changes, the following represent the key changes to the collective agreement. More specific information is contained within the Memorandum of Settlement document attached as Confidential Attachment 3.

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. Active Benefit Plan

- 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).

10. 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.

11. Sick/Emergency Leave Improvements

- Sick or Emergency Leave - Regularly scheduled employees who work less than 18 hours a week can take two (2) paid days off due to sickness or an emergency.

Currently the employees with less than 18 hours a week do not have any sick/emergency leave coverage.

Conclusion

The City/AOCC and CUPE Local 2998 have achieved a settlement that is fair to their valued employees and fair to the residents and businesses of the City of Toronto.

The City/AOCC 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.