

Results of Collective Bargaining Negotiations between the City of Toronto and TCEU Local 416 - Paramedics

Date: June 1, 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 City of Toronto and the Toronto Civic Employees Union (TCEU) Local 416 - Paramedics 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 May 8, 2021, 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 Memorandum of Settlement.

3. City Council authorize staff to make the necessary adjustments to the 2020 and 2021 Non-Program Expenditure Budget and Operating Budgets 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 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 the City of Toronto and TCEU Local 416 expired on December 31, 2019. The parties negotiated this collective agreement at two separate bargaining tables, one for paramedics and one for the remainder of the bargaining unit. The broader bargaining unit reached an agreement with the City on February 28, 2020, and it was subsequently ratified.

City of Toronto paramedics are subject to interest arbitration and therefore cannot strike or be locked out in the event of an impasse at negotiations. As such, the portion of the collective agreement regarding paramedics was referred to interest arbitration at the conclusion of bargaining in 2020. In an effort to avoid the need for arbitration, the parties reconvened for further collective bargaining in April/May of 2021 and were able to reach a tentative agreement.

Highlights of the Memorandum of Settlement are contained in Confidential Attachments.

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 the City of Toronto and
TCEU Local 416