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April 1, 2021

Mr. John Elvidge
City Clerk
City Clerk's Office
100 Queen's Street West
12th Floor, West Tower
Toronto, ON M5H 2N2

Dear Mr. Elvidge,

Re: Administrative Inquiry on the Status of Collective Bargaining & Labour Relations

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On March 19, 2021 Councillor Carroll submitted an Administrative Inquiry under Municipal Code S27-61 seeking information about collective bargaining and labour relations at the City and its Agencies, Boards and Commissions.

This letter provides a response to the two items specifically requested by Councillor Carroll.

1. An update on the status of current negotiations underway by the City of Toronto and its Agencies, Boards and Commissions, including the nature of negotiations and arbitrations.

CUPE Local 416 (Outside Division)

The City of Toronto is currently involved in collective bargaining with the Canadian Union of Public Employees (CUPE) Local 416, specific to the terms and conditions governing the work of Paramedics. The remainder of the bargaining unit is covered by a collective agreement that runs from January 1, 2020 to December 31, 2024. In the event the parties are unable to reach an agreement with respect to Paramedics, the matter will proceed to interest arbitration (i.e. there is no potential strike/lock-out).

CUPE Local 79 (Inside Division)

CUPE Local 79 is also covered by a collective agreement that runs from January 1, 2020 to December 31, 2024.

The Toronto Fire Services and Toronto Professional Firefighters Association Local 3888 (TPFFA)

The Toronto Fire Services and Toronto Professional Firefighters Association collective agreement runs from January 1, 2019 to December 31, 2023.

CUPE Local 2998

The collective agreement between the Association of Community Centres (AOCC) and CUPE Local 2998 was recently negotiated and was ratified by the bargaining unit. The agreement-in-principle will be presented to City Council for a decision on ratification at its meeting of April 7 and 8, 2021.

Agencies, Boards and Commissions

The City Manager's Office, in consultation with People & Equity staff in Employee Relations, contacted City Agencies, Boards and Commissions for updates with respect to the status of collective bargaining underway. Below is a summary of current negotiations underway.

- The Toronto Zoo is currently in negotiations with CUPE Local 1600. The Toronto Parking Authority will commence negotiations with CUPE Local 416 in the near future. The collective agreements for these two organizations expired on March 31, 2021.
- The Toronto Transit Commission (TTC) has six bargaining units and is currently in negotiations with the Amalgamated Transit Union (ATU) Local 113 for Transportation and Maintenance staff. This contract expired on March 31, 2021. The ATU Local 113 collective agreement for Customer Service Centre staff expires in July 2021, and three other collective agreements (encompassing skilled trades, electrical workers and transit enforcement staff) expire in 2022. The TTC is also involved in first contract negotiations for operations supervisors who were recently certified by CUPE. In respect of all TTC collective bargaining, if there is no agreement the matter is resolved through interest arbitration.
- Exhibition Place has seven bargaining units represented by a variety of labour unions and collective bargaining is either already underway, or will commence at some point in 2021 or early 2022.
- TO Live has nine bargaining units, four of which are currently in collective bargaining.

2. The reporting process to Council on these processes, such that Council is kept abreast of parameter setting, negotiations, and settlement.

Oversight of negotiations and parameter setting (i.e. the mandate given to negotiating staff) is provided by the Executive Committee for collective agreements governing City of Toronto and AOCC staff. The Collective Bargaining Sub-Committee provided the mandate for the most recent round of City and AOCC negotiations.

During the 2014-2018 City Council term, direction and oversight in this regard was provided by the Employee and Labour Relations Committee, but this committee has since been disbanded.

All agreements-in-principle for City employees are brought to City Council for ratification.

With respect to collective agreements governing employees of Agencies, Boards and Commissions, the Boards of Directors for these organizations provide oversight and direction of their collective bargaining function. These Boards are also responsible for ratifying any agreements-in-principle. Such agreements are not contingent upon City Council ratification.

The exceptions to this are the 10 AOCC Community Centres and Leaside Memorial Community Gardens Arena, whose staff are City employees, with HR management responsibilities delegated by Council to their Boards. This is due to the respective Relationship Frameworks between the City and those boards that cover the unique governance relationship between these parties.

Sincerely,



Chris Murray
City Manager