



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Results of Collective Bargaining Negotiations between Toronto Parking Authority and Toronto Civic Employees' Union Local 416

Date: October 22, 2021

To: Board of Directors, Toronto Parking Authority

From: President, Toronto Parking Authority

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report concerns matters relating to labour relations and/or employee negotiations.

SUMMARY

The purpose of this report is to provide the Board of Directors, Toronto Parking Authority (TPA), with the details of the tentative agreement reached between the Toronto Parking Authority and the Toronto Civic Employees' Union, Local 416 - CUPE (TCEU, Local 416 – CUPE) in order to approve the negotiated Memorandum of Settlement.

RECOMMENDATIONS

The President, Toronto Parking Authority, recommends that:

1. The Board of Directors of the Toronto Parking Authority ratify and approve the negotiated agreement as set out in the results of collective bargaining negotiations between the Toronto Parking Authority and the Toronto Civic Employees' Union, Local 416 in Confidential Attachment 1, Confidential Attachment 2 and the Memorandum of Settlement in Confidential Attachment 3, to effect a renewal of the collective agreements governing the Authority's Full-time and Part-time/Students bargaining units.

2. The Board of Directors of the Toronto Parking Authority authorize the President, Toronto Parking Authority, to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memorandum of Settlement.
3. The Board of Directors of the Toronto Parking Authority approve the amendments to rates of pay adjustments, benefits and other issues, as may be applicable, to the non-union staff of the Authority.
4. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 1, Summary of Memorandum of Settlement, Part A, to the report (October 22, 2021) remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
5. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 2, Summary of Memorandum of Settlement, Part B, to the report (October 22, 2021), remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
6. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 3, Memorandum of Settlement, to the report (October 22, 2021), remain confidential in its entirety, as it pertains to labour relations or employee negotiations.

FINANCIAL IMPACT

The financial impact of the negotiated Memorandum of Settlement is set out in the Confidential Attachment 1, Summary of Memorandum of Settlement, Part A.

DECISION HISTORY

At its February 8, 2021 meeting, the Board authorized the bargaining mandate with Toronto Civic Employees' Union, Local 416 - CUPE at the Toronto Parking Authority.
<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.PA21.8>

The Board confirmed the confidential instructions to staff adopted by the Board at its September 29, 2021 meeting in closed session.
<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.PA26.10>

COMMENTS

The Collective Agreements (Full Time and Part Time/Student agreements) between the Toronto Parking Authority and TCEU, Local 416 – CUPE expired on March 31, 2021.

The parties commenced bargaining on June 2, 2021. A total of ten (10) bargaining sessions were held. A tentative agreement was reached between the parties on October 13, 2021 and the Memorandum of Settlement (Confidential Attachment 1 to this report) was signed on that same date.

Highlights of the Memorandum of Settlement are contained in Confidential Attachment 2, Summary of the Memorandum of Settlement, Part B, and financial impacts are summarized in Confidential Attachment 1, Summary of Memorandum of Settlement, Part A, of this report.

CONTACT

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SIGNATURE

W. Scott Collier, President,
Toronto Parking Authority

ATTACHMENTS

Confidential Attachment 1: Summary of Memorandum of Settlement, Part A
Confidential Attachment 2: Summary of Memorandum of Settlement, Part B
Confidential Attachment 3: Memorandum of Settlement