EP24.5

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Financial Analysis and Summary of Negotiated Terms and Conditions

The Memorandum of Agreement attached as Confidential Attachment 1 - Appendix 'A' to this Confidential Attachment 1 sets out in detail the terms and conditions of the revisions to the Collective Agreement between the Board and the Canadian Union of Public Employees, Local 2840 ("CUPE 2840").

This report seeks approval of the Collective Agreement with terms and conditions set out below:

1. Term: A three-year term from January 1, 2022 to December 31, 2024.

2. Wages: Hourly wage increases and wage adjustment, as follows:
   - January 1, 2022 – increase to the legislated minimum wage of $15.00 per hour, and adjustments to correct wage compression, which includes a 1% increase
   - January 1, 2023 – 1.5% increase
   - January 1, 2024 – 1.5% increase

3. Health and Welfare benefit increase of $0.27 per hour worked.

4. Letter of Understanding, in the event Ontario's hourly minimum wage further increases during the term of this collective agreement, the Probationary Customer Service Representative rate will reflect the change, and the parties agree to review wage compression and adjust appropriately.

Financial Implications

The financial impact for the three-year period from 2022 to 2024 is **$63,124.00**. Compliance with the Ontario minimum wage accounted for 9.7% or $6,123.00 of the total financial impact in 2022, and subsequent annual percentage increases are in line with settlements at the City of Toronto and other Agencies and Boards.