

Collective Bargaining with Toronto Professional Firefighters' Association, Local 3888

Date: June 26, 2023

To: Executive Committee

From: City Manager and Chief People Officer

Wards: All

SUMMARY

The collective agreement between the City of Toronto and the Toronto Professional Firefighters' Association (TPFFA), Local 3888 expires on December 31, 2023. This report seeks a collective bargaining mandate for the upcoming round of negotiations.

A confidential presentation outlining the recommended collective bargaining mandate will be given in closed session of the Executive Committee.

RECOMMENDATIONS

The City Manager and Chief People Officer recommend that:

1. Executive Committee provide a collective bargaining mandate for the upcoming negotiations with Toronto Professional Fire Fighters' Association (TPFFA) Local 388.

FINANCIAL IMPACT

The financial impact of the proposed mandate will be discussed in the confidential presentation. The financial impact of any negotiated agreement will be presented to City Council as part of ratification.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial implications as identified in the Financial Impact section

DECISION HISTORY

There are no previous decisions pertaining to this item.

COMMENTS

In previous years, the City sought bargaining mandate approval at the Employee and Labour Relations Committee and Collective Bargaining subcommittee. Staff are seeking mandate approval from the Executive Committee as the committee currently dedicated to providing direction to the City's bargaining teams in negotiating collective agreements.

The City's bargaining objective is always to negotiate fair and reasonable settlements. Staff are seeking a mandate for a collective agreement that enables Toronto Fire Services (TFS) to provide high-quality fire protection services in an efficient and effective manner, that is fair to its employees and to the residents and businesses of Toronto that fund these services.

In the last round of negotiations, the parties were able to reach a negotiated agreement, which was later ratified by both City Council and the membership of TPFPA. In the event that the parties are unable to reach an agreement in this round of negotiations, the outstanding matters will be referred to interest arbitration, where a neutral third-party will set the terms for the next collective agreement.

TFS is an essential service so there is no potential for labour disruption through either a strike or lock-out.

CONTACT

Paul Johnson, City Manager
(416) 392-3551 Paul.R.Johnson@toronto.ca

Mary Madigan-Lee, Chief People Officer
(416) 392-1234 Mary.Madigan-Lee@toronto.ca

Sean Milloy, Director, Employee Relations
(416) 392-5006 Sean.Milloy@toronto.ca

SIGNATURE

Paul Johnson
City Manager

Mary Madigan-Lee
Chief People Officer