

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

Date: December 19, 2024

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, and to seek ratification by Council of the negotiated agreements.

RECOMMENDATIONS

The City Manager and the Chief People Officer recommend that:

1. City Council ratify and approve the Memorandum of Settlement between the City of Toronto and TCEU Local 416 - Main Unit, in Confidential Attachment 3 to the report from the City Manager and Chief People Officer.
2. City Council ratify and approve the Memorandum of Settlement, between the City of Toronto and TCEU Local 416 - Paramedics, in Confidential Attachment 4 to the report from the City Manager and Chief People Officer.

3. City Council request the Mayor to include the necessary adjustments to the 2025 Non-Program Expenditure Budget and Operating Budgets of the Divisions to reflect provisions of the Memorandum of Settlement - Main Unit, and Memorandum of Settlement - Paramedics.
4. 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 - Main Unit, and Memorandum of Settlement - Paramedics.
5. City Council direct that Confidential Attachments 1 and 2 remain confidential in their entirety as they relate to labour relations or employee negotiations.
6. City Council direct that Confidential Attachments 3 and 4 remain confidential at this time, as they relate to labour relations or employee negotiations. City Council authorize the public release of the confidential labour relations information in Confidential Attachments 3 and 4, following ratification by Council, and the creation of a final collective agreement, and the completion of all related proceedings, as confirmed by the Chief People Officer.

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 October 21, 2024 the Labour Relations Subcommittee of the Executive Committee approved a mandate for collective bargaining.

<https://secure.toronto.ca/council/agenda-item.do?item=2024.LR1.1>

COMMENTS

The collective agreement between the City of Toronto and TCEU Local 416 is set to expire on December 31, 2024.

TCEU represents City of Toronto employees working in the "outside" bargaining unit, including workers in PFR, Toronto Water, Transportation, Solid Waste, etc. TCEU also represents Paramedics, whose terms and conditions are negotiated separately from the rest of the main unit. Paramedics are an essential service and therefore subject to interest arbitration in the event an agreement is not reached by the parties.

Explanations of the Memorandums of Settlement are contained in Confidential Attachments.

CONTACT

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SIGNATURE

Paul Johnson
City Manager

ATTACHMENTS

Confidential Attachment 1: Employer Review of Memorandums of Settlement
Confidential Attachment 2: Financial implications of the Memorandums of Settlement
Confidential Attachment 3: Memorandum of Settlement between the City of Toronto and TCEU Local 416 - Main Unit
Confidential Attachment 4 Memorandum of Settlement between the City of Toronto and TCEU Local 416 - Paramedics