

## **Results of Collective Bargaining Negotiations between the City of Toronto and CUPE Local 79**

**Date:** March 19, 2025

**To:** City Council

**From:** City Manager

**Wards:** All

### **SUMMARY**

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The four collective agreements between the Canadian Union of Public Employees (CUPE) Local 79 and the City of Toronto expired on December 31, 2024. These bargaining units are comprised of staff commonly known as "inside workers".

The parties began collective bargaining in December 2024 and concluded four tentative agreements on March 8, 2025. The tentative agreements are subject to individual ratification by the members of each bargaining unit. CUPE Local 79 has until March 24, 2025 to ratify the tentative agreements. Once the tentative agreements are ratified by the union, the City Manager will file a supplementary report with details about the tentative agreements for City Council's consideration and approval.

### **RECOMMENDATIONS**

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The City Manager recommends that:

1. City Council receive this report for information.

### **FINANCIAL IMPACT**

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The details of the tentative agreements and the total financial impacts will be included with the supplementary report.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the Financial Impact Section as presented in this report.

## **DECISION HISTORY**

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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**

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CUPE Local 79 and the City of Toronto have four collective agreements:

1. Full-Time
2. Part-Time
3. Part-Time Long-Term Care
4. Part-Time Recreation

There are approximately 27,000 employees covered by these collective agreements working in various occupations, including, but not limited to, recreation, nursing, by-law enforcement, casework, shelter operations, cleaning, prosecutions, etc.

The four tentative agreements, if ratified by both the union and City Council, will form the collective agreements between the parties for the next four-years.

## **CONTACT**

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## **SIGNATURE**

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Paul Johnson  
City Manager