

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

Date: March 24, 2025

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 Canadian Union of Public Employees (CUPE) Local 79, 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 four Memoranda of Settlement between the City of Toronto and CUPE Local 79, in Confidential Attachments 3, 4, 5 & 6 to the report from the City Manager and Chief People Officer.
2. City Council direct the Chief Financial Officer and Treasurer to make the necessary adjustments to the 2025 Non-Program Expenditure Budget and Operating Budgets of the Divisions to reflect provisions of the Memoranda of Settlement.

3. City Council authorize the Chief Financial Officer and Treasurer to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memoranda of Settlement.

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, 4, 5 & 6 remain confidential at this time, as they relate to labour relations or employee negotiations.

7. City Council authorize the public release of the confidential labour relations information in Confidential Attachments 3, 4, 5 & 6 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 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 confirmed that all four tentative agreements were ratified on March 22, 2025.

CONTACT

Sean Milloy, Executive Director, Employee Relations, People & Equity
Phone: 416-392-5006, Email: Sean.Milloy@toronto.ca

Mary Madigan-Lee, Chief People Officer
Phone: 416-392-1234, Email: Mary.Madigan-Lee@toronto.ca

SIGNATURE

Mary Madigan-Lee
Chief People Officer

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 CUPE Local 79 - Full-time Unit
Confidential Attachment 4: Memorandum of Settlement between the City of Toronto and CUPE Local 79 - Part-time Unit B
Confidential Attachment 5: Memorandum of Settlement between the City of Toronto and CUPE Local 79 - Long-Term Care Part-Time Unit
Confidential Attachment 6: Memorandum of Settlement between the City of Toronto and CUPE Local 79 - Recreation Worker Part-Time Unit