

Results of Collective Bargaining Negotiations between the City of Toronto and CUPE Local 2998

Date: October 20th, 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.

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 2998 which represents unionized staff governed under the Association of Community Centres, 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 CUPE Local 2998, in Confidential Attachment 3 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 Centres to reflect provisions of the Memorandum 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 Memorandum of Settlement.

4. City Council direct that Confidential Attachments 1 and 2 remain confidential in their entirety as they relate to labour relations or employee negotiations.
5. City Council direct that Confidential Attachment 3 remain confidential at this time, as it relates to labour relations or employee negotiations.
6. City Council authorize the public release of the confidential labour relations information in the Confidential Attachment 3 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 with all unions inclusive of CUPE Local 2998.

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

COMMENTS

The collective agreement between the Canadian Union of Public Employees (CUPE) Local 2998 and the City of Toronto expired on December 31, 2024. These bargaining units are comprised of staff commonly known as the Association of Community Centres "the AOCC's".

The parties began collective bargaining in May 2025 and concluded a tentative agreement on September 29, 2025. The tentative agreement is subject to individual ratification by the members of the bargaining unit. CUPE Local 2998 has confirmed that the tentative agreement was ratified on October 17, 2025.

A summary of the Memorandum of Settlement is contained in Confidential Attachment 1. Confidential Attachment 3 is the complete signed Memorandum of Settlement with CUPE Local 2998.

CONTACT

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SIGNATURE

Mary Madigan-Lee
Chief People Officer

Paul Johnson
City Manager

ATTACHMENTS

Confidential Attachment 1: Summary of the Memorandum of Settlement
Confidential Attachment 2: Financial Implications of the Memorandum of Settlement
Confidential Attachment 3: Memorandum of Settlement between the City of Toronto and CUPE Local 2998