

Collective Bargaining with Toronto Professional Firefighters' Association, Local 3888

Date: July 7, 2026

To: Executive Committee

From: City Manager and Interim 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, 2026. 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 Interim Chief People Officer recommend that:

1. The Executive Committee approve the confidential instructions for a collective bargaining mandate for the upcoming negotiations with TPFFA Local 3888 as outlined in the confidential presentation, and authorize the Executive Director, Employee Relations to have flexibility to work within the total compensation mandate to effect a negotiated agreement.
2. In the event a negotiated agreement is reached with the Association, the Executive Committee direct the City Manager to report to City Council to seek ratification.
3. The Executive Committee direct that the confidential presentation remain confidential in its entirety, as the item relates to labour relations and employee negotiations.

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 Council decisions pertaining to this item.

COMMENTS

The three-year collective agreement between the City of Toronto and the TPFFA expires on December 31, 2026. The City anticipates starting negotiations in the Fall of 2026.

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.

If the parties are unable to reach an agreement, any 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

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SIGNATURE

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