



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Results of Collective Bargaining Negotiations between Toronto Parking Authority and Toronto Civic Employees' Union Local 416

Date: October 1, 2026

To: Board of Directors, Toronto Parking Authority

From: President, Toronto Parking Authority

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report concerns matters relating to labour relations and/or employee negotiations.

SUMMARY

The purpose of this report is to provide the Board of Directors, Toronto Parking Authority (TPA), with the details of the tentative agreement reached between the Toronto Parking Authority and the Toronto Civic Employees' Union, Local 416 - CUPE (TCEU, Local 416 – CUPE) in order to approve the negotiated Memorandum of Settlement.

RECOMMENDATIONS

The President, Toronto Parking Authority, recommends that:

1. The Board of Directors of the Toronto Parking Authority ratify and approve the negotiated agreement as set out in the results of collective bargaining negotiations between the Toronto Parking Authority and the Toronto Civic Employees' Union, Local 416 in Confidential Attachment 1, Confidential Attachment 2, Confidential Attachment 3, Confidential Attachment 4 and Confidential Attachment 5 to effect a renewal of the collective agreements governing the Authority's Full-Time and Part-Time/Students bargaining units.

2. The Board of Directors of the Toronto Parking Authority authorize the President, Toronto Parking Authority, to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memorandum(s) of Settlement.
3. The Board of Directors of the Toronto Parking Authority approve the amendments to rates of pay adjustments, benefits and other issues, as may be applicable, to the non-union staff of the Authority.
4. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 1 to the report (October 1, 2026) remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
5. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 2 to the report (October 1, 2026), remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
6. The Board of Directors of the Toronto Parking Authority direct that Confidential Attachment 3 to the report (October 1, 2026), remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
7. The Board of Directors of the Toronto Parking Authority direct that the Confidential Attachment 4 to the report (October 1, 2026) remain confidential in its entirety, as it pertains to labour relations or employee negotiations.
8. The Board of Directors of the Toronto Parking Authority direct that the Confidential Attachment 5 to the report (October 1, 2026) remain confidential in its entirety, as it pertains to labour relations or employee negotiations.

FINANCIAL IMPACT

The financial impact of the negotiated Memorandums of Settlement is set out in the Confidential Attachment 1, Summary of Memorandum of Settlement, Part A.

DECISION HISTORY

At its March 11, 2026 meeting, the Board authorized the bargaining mandate with Toronto Civic Employees' Union, Local 416 - CUPE at the Toronto Parking Authority.
Agenda Item History - 2026.PA18.7

COMMENTS

N/A

CONTACT

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SIGNATURE

W. Scott Collier
President, Toronto Parking Authority

ATTACHMENTS

Confidential Attachment 1: Summary of Memorandum of Settlement Part A
Confidential Attachment 2: Summary of Memorandum of Settlement Part B
Confidential Attachment 3: Memorandum of Settlement Full-time
Confidential Attachment 4: Summary of Memorandum of Settlement Part C
Confidential Attachment 5: Memorandum of Settlement Part-time/Students