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February 4

TCEU Local 416 (CUPE) Employee benefits communication

The City of Toronto is committed to providing a fair and [comprehensive benefits plan \(www.toronto.ca/bargaining/pdf/benefits_tceu_416.pdf\)](http://www.toronto.ca/bargaining/pdf/benefits_tceu_416.pdf) that provides an investment in the health and welfare of our employees and their families', while being competitive with other large public and private sector employers and being responsible to the taxpayers of Toronto.

February 3

City Manager's message to All City of Toronto staff

I am writing to provide you with important news regarding ongoing negotiations with Local 416.

Last night, the City tabled a comprehensive proposal to Local 416 at the bargaining table that we believe is fair and reasonable for employees and the residents and businesses of Toronto.

The changes the City proposed last night include new or modified terms and conditions of employment and will also include wage improvements over the next four years and new or modified terms for the employees' benefit plan. Such wage adjustments will be:

- **1.25%** Lump Sum Payment - January 1, 2012 (to be paid March 15, 2012)
- **1.50%** Lump Sum Payment - January 1, 2013
- **1.75%** Lump Sum Payment - January 1, 2014
- **1.75%** Base Wage Increase effective January 1, 2015

The highlights of the City's proposals, which include workplace practices and terms, employment security and redeployment, benefits and other implementation issues, are posted on the [City's website \(www.toronto.cahttp://www.toronto.ca/bargaining/local416-highlights.htm\)](http://www.toronto.cahttp://www.toronto.ca/bargaining/local416-highlights.htm). I strongly believe that our proposed new or modified terms and conditions are fair and reasonable and that they will continue to provide our employees with leading wages, benefits and terms and conditions of employment comparable to any other leading large

private or broader public sector employer.

It is important to note that the City of Toronto is not planning to lock out its employees represented by Local 416 on Sunday, February 5. However, if the parties fail to reach a negotiated settlement by 12:01 a.m. on Sunday, February 5, we will implement the changes we have proposed. These changes include new or modified terms and conditions of employment for employees represented by Local 416 beginning February 5, 2012.

While some of the rules around the way Local 416 members perform their duties may possibly change at some point in the future, today's announcement has no impact on their key duties. All employees are expected to report for work as usual and perform their duties. Any changes to the terms and conditions of employment for Local 416 members will be communicated to them directly.

In the event that a labour disruption seems imminent, for example, if the union holds a strike vote, the City will announce its contingency plans.

These changes do not apply to employees who work in the Long-Term Care Homes and Services Division and employees who are Paramedics who work in Toronto Emergency Medical Services. For those employees who are not represented by Local 416, the terms and conditions remain the same. Today's announcement has no impact on them.

Negotiations with CUPE Local 79 are not affected and are continuing.

The City remains ready to meet with Local 416 to finalize the terms of a new collective agreement based on our offer. TCEU Local 416's Executive has been provided these terms and conditions at the bargaining table and have been notified of our intention to implement them.

The changed terms and conditions will be phased in with different effective implementation dates depending on the specific term.

Thank you for your patience during these difficult times and for your ongoing hard work delivering City services.

Joseph P. Pennachetti
City Manager

Toronto EMS Update

The wage increases the City proposed to the union on February 2, 2012 will apply to all paramedics upon the completion of a collective bargaining agreement:

- 1.25% Lump Sum Payment – January 1, 2012 (to be paid once bargaining is concluded)
- 1.5% Lump Sum Payment – January 1, 2013
- 1.75% Lump Sum Payment – January 1, 2014; and
- 1.75% Base Wage Increase effective January 1, 2015

In addition, the City has offered the union interest arbitration for paramedics for future rounds of bargaining. This means that should their collective bargaining reach an impasse in future

contract talks, the City would not be able to lock them out, nor would they be able to strike.

Due to the special nature of the legislation that applies to paramedics, the City will not be implementing the new or modified terms and conditions of employment that were announced on February 3.

For paramedics, any new or modified terms and conditions including wages, would be provided to paramedics ONCE bargaining has concluded and a new collective agreement has been ratified.

[Draft Memorandum of Agreement Between the City of Toronto and Toronto Civic Employees' Union, Local 416 - CUPE \(www.toronto.ca/bargaining/pdf/ems_memorandumofagreement.pdf\)](http://www.toronto.ca/bargaining/pdf/ems_memorandumofagreement.pdf)

January 19

Message from Toronto's City Manager to members of the Toronto Public Service

Today, the City of Toronto received notification of the signed "No Board" report regarding Local 416 bargaining from the Ontario Ministry of Labour. The issuance of a No Board report means that TCEU Local 416 (CUPE) is in a legal strike position and the City in a legal lockout position as at 12:01 a.m. on Sunday, February 5; that is, one minute past midnight on the Saturday night.

I am hopeful that a resolution remains possible during this 17-day period. The City continues to be strongly committed to negotiating a new collective agreement with Local 416. We want to achieve a fair, reasonable and affordable agreement that takes into account the City of Toronto's business operations needs and the fiscal challenges it faces.

If a labour disruption occurs, the City has contingency plans in place to continue delivering critical services to residents and businesses. Information about the City's contingency plans will be announced when appropriate. The TTC, Police and Fire Services and the City's Long Term Care Homes & Services (Homes for the Aged), Toronto Public Library and Toronto Community Housing properties would not be affected. In addition, the City and unions have agreements for maintaining essential Emergency Medical Services (Ambulance).

I will provide you with updates as the negotiations continue.

Joseph P. Pennachetti
City Manager

January 16

Message from Toronto's City Manager to Mayor Ford, Members of Council and City of Toronto management

The City of Toronto has been working since October to try and negotiate a collective agreement with the Toronto Civic Employees Union Local 416 representing the City's "outside workers".

We are looking for reasonable changes to the collective agreements that will give the City the flexibility to make much-needed changes to improve the efficiency and effectiveness of City services. We are committed to negotiating an agreement that is fair to our employees and reasonable and affordable for the residents and businesses of Toronto.

The City's focus on finding meaningful changes to our restrictive collective agreement provisions had us table a comprehensive plan forward for the City this morning. Our modified commonly called jobs-for-life proposal and a series of modest one-time lump sum payments over the next four years will help us achieve the changes that we require, while being fair to the employees, residents and businesses of Toronto. However, it is only one of the collective agreement provisions that we propose to change during this round of collective bargaining.

The City has consistently advised that this round of bargaining is about more than wages. We have some of the most highly restrictive collective agreement language in the country and if the City is to be able to provide cost-effective services to the public, we need changes to the terms and conditions of employment. We are determined to see those provisions changed through this round of bargaining.

The issue of employment security has been one of the highest profile items in the current collective agreement. This provision, which provides an employment guarantee for all permanent employees when contracting out, was first introduced in the collective agreement in 1999 for permanent employees with 10 years of seniority and then it was enhanced in 2005 to cover all permanent employees.

We propose to eliminate the provision and replace it with one that provides employment security for those employees who have spent the bulk of their career working for the City, specifically those employees with 25 years or more of seniority.

The commonly called jobs-for-life provision would be eliminated entirely for those employees with under 25 years' seniority.

The residents and businesses of Toronto want us to find long-term labour relations stability in this City so we can focus our attention on delivering superior customer service. The collective bargaining process is a long, drawn out, difficult process that oftentimes holds the residents and taxpayers hostage to potential labour disruptions.

We also need to establish long-term labour relations stability in this City so we can focus our attention on delivering superior customer service to residents and businesses. Our new proposal seeks to create this stability through a proposed four-year term.

Throughout the collective bargaining process, I am committed to keeping you informed of our progress. The most up-to-date information is available on our collective bargaining website. I encourage you, where possible, to follow the City Twitter feed at [@torontocomms](https://twitter.com/@Torontocomms) (www.toronto.cahttp://twitter.com/@Torontocomms) for the latest news.

In the meantime, should you have any questions please contact Bruce L. Anderson, Executive Director, Human Resources at banders2@toronto.ca (www.toronto.camailto:banders2@toronto.ca).

Joseph P. Pennachetti
City Manager

January 12, 2012

Message from Toronto's City Manager to Mayor Ford, Members of Council and City of Toronto management

In order to negotiate new collective agreements with CUPE Local 79 (4 agreements) and TCEU Local 416, in a timely manner, we have requested the assistance of Conciliation Officers for bargaining with both Local 416 and Local 79.

As you know, the City provided notice to commence collective bargaining to each Local on October 4, 2011 – more than three months ago. The collective agreements expired on December 31, 2011.

The City's negotiating teams have been working hard to try and negotiate collective agreements that are fair, reasonable and affordable for both employees and taxpayers. In addition, the City's goal is to bring our collective agreements back to a more 'reasonable' level by reducing the restrictive language and increasing management's ability to improve the delivery of City services.

Conciliation with Local 416 has not worked so far and we are at an impasse. In order to put a sharper focus on our interest in obtaining a negotiated agreement, we have been forced to take the next legal step available to us in our ongoing efforts to negotiate an agreement. We have asked the Conciliation Officer to request a 'no board report' from the Ontario Minister of Labour in regards to Local 416 bargaining.

When the 'no board' is issued, Local 416 will be in a legal strike position and the City in a legal lockout position within approximately 17 days. When known, I will immediately notify you of the effective date and time.

We want an agreement and that's why we have taken this step. We remain hopeful that if meaningful negotiations finally commence, a resolution remains possible during this 17-day period. The City continues to be strongly committed to negotiating a new collective agreement with Local 416.

Collective bargaining with Local 79 continues.

Throughout the collective bargaining process, I am committed to keeping you informed of our progress. The most up-to-date information is available on our collective bargaining website www.toronto.ca/bargaining (www.toronto.ca/bargaining/index.htm). I encourage you, where possible, to follow the City Twitter feed at [@torontocomms](https://twitter.com/@Torontocomms) (www.toronto.cahttp://twitter.com/@Torontocomms) for the latest news.

In the meantime, should you have any questions please contact Bruce L. Anderson, Executive Director of Human Resources at banders2@toronto.ca ([www.toronto.camailto:banders2@toronto.ca](mailto:banders2@toronto.ca)).

Joseph P. Pennachetti
City Manager

January 9, 2012

The City of Toronto's Executive Director of Human Resources, Bruce L. Anderson wrote to the National Post about a January 4 published article. The following letter appears in the January 9 print edition of the National Post

Re: What The #!%*?: Is Another City Worker Strike In The Cards For Toronto?, Jan. 4.

Mark Ferguson, the president of the Toronto Civic Employees Union, Local 416, was quoted as comparing collective bargaining to being asked "which child would you be prepared to sacrifice." To its credit, the National Post described this statement as ramping up the hyperbole. However you characterize it, though, it is still offensive to those City staff who provide child care to Toronto taxpayers.

The City and its unions have some hard work to do if they are going to succeed in negotiating new collective agreements. The suggestion that being asked to participate in the process is akin to being asked to sacrifice a child does nothing to get the parties closer to a deal. His comments only highlight the approach that this union appears to be willing to take in collective bargaining. Frankly, the statement also spotlights the challenges that the city faces in attempting to negotiate a collective agreement with this union.

Bruce L. Anderson, Executive Director, Human Resources, City of Toronto

January 4, 2012

Message from Toronto's City Manager to Mayor Ford, Members of Council and City of Toronto management

As you know, the City is currently in contract negotiations with our three CUPE bargaining units whose six collective bargaining agreements expired on December 31, 2011. These bargaining units are Toronto Civic Employees' Union Local 416, CUPE Local 79 (Full-Time, Part-Time B, Long Term Care/Homes and Recreation Workers Units) and CUPE Local 2998 "community centres".

I wanted to take this opportunity to provide you with an update of where we are in the bargaining process.

The Employee and Labour Relations Committee has given the bargaining team a mandate to bargain for fair, reasonable and affordable agreements that take into account our business operations needs and the fiscal challenges facing the City of Toronto. There is no other municipal employer in Canada with collective bargaining language as restrictive as ours.

It is our goal, in this round of bargaining, to bring our collective agreements back to a more "reasonable" level regarding the numerous terms and conditions of employment that govern how the City effectively manages its operations. Essentially, we need fewer restrictions on management's ability to effectively manage and deliver services to the residents and businesses of Toronto in the most cost-effective and efficient manner.

In addition to the above goal, we will also need to negotiate appropriate wages and benefits to ensure ongoing financial sustainability.

The bargaining team is working hard to try and get negotiated collective agreements in a timely manner, which has necessitated calling in the Ministry of Labour to appoint neutral conciliation officers to help facilitate settlement of these new agreements. We have done so for our negotiations with Local 79 and Local 416.

Throughout the collective bargaining process, I will endeavour to keep you informed of our progress. The most up-to-date information is available on our collective bargaining website. I encourage you, where possible, to follow the [City Twitter feed](#) (www.toronto.ca<http://twitter.com/@Torontocomms>) for the latest news.

Joseph P. Pennachetti
City Manager