

Collective bargaining

Collective bargaining between the City of Toronto and its unions



Feb 3: The City Manager provided an update to Members of Council and senior City of Toronto management outlining highlights of the City's proposals made late on Feb. 2 to TCEU Local 416.

[Memorandum \(www.toronto.ca/bargaining/pdf/memo-city-manger-030312.pdf\)](http://www.toronto.ca/bargaining/pdf/memo-city-manger-030312.pdf) (PDF)

The collective agreements between the City and CUPE Locals 416, 79 and 2998 expired on December 31, 2011. Notice to commence bargaining was provided to each Local on October 4, 2011.

The [Employee and Labour Relations Committee \(www.toronto.cahttp://app.toronto.ca/tmmis/decisionBodyProfile.do?function=doPrepare&decisionBodyId=381\)](http://www.toronto.cahttp://app.toronto.ca/tmmis/decisionBodyProfile.do?function=doPrepare&decisionBodyId=381) has given staff who form the City's bargaining team a mandate to bargain for fair, reasonable and affordable agreements that take into account the City of Toronto's business operations needs and the fiscal challenges it faces. The goal

is to bring the 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. The City also needs to negotiate appropriate wages and benefits to ensure ongoing financial sustainability.

Our bargaining objectives

- To ensure the City has the ability to pay
- To have cost effective and efficient public services
- To be fair to employees and the residents and businesses of Toronto
- To increase our business operations' flexibility
- To increase employee productivity
- To increase customer service and reduce costs
- To manage public money and assets responsibly

The City of Toronto is committed to ensuring a high performing, service-oriented and engaged public service that delivers cost effective and efficient services for the residents and businesses of Toronto.

The City of Toronto is and will continue to be an excellent place to work.

The bargaining process

The City respects the bargaining process and has key and important issues to discuss at the bargaining table with its unions. We are working hard to reach a negotiated settlement that is fair to City of Toronto employees and reasonable and affordable to the taxpayers of Toronto.

Governments across the country and around the world face significant fiscal challenges. The City of Toronto is not immune from these challenges and needs to make changes to its collective agreements to reflect our fiscal reality. We want a collective agreement that helps us deliver services effectively and efficiently.

The City is negotiating to:

- obtain necessary improvements to modernize its collective agreements to ensure it has the ability to effectively deliver its core services to the public
- change costly and restrictive collective agreement provisions that hinder the effective management of the City
- achieve cost containment measures in order to be able to continue to provide its services in the future

What's new

www.toronto.ca/bargaining/whatsnew.htm

- Feb 4: TCEU Local 416
[Employee benefits communication](http://www.toronto.ca/bargaining/whatsnew.htm#feb4)
www.toronto.ca/bargaining/whatsnew.htm#feb4
- Feb 3: Read highlights of the City's proposals to TCEU Local 416.
[Highlights](http://www.toronto.ca/bargaining/local416-highlights.htm)
www.toronto.ca/bargaining/local416-highlights.htm
- Feb 3: **[City Manager's message to All City staff](http://www.toronto.ca/bargaining/whatsnew.htm#feb3)**
www.toronto.ca/bargaining/whatsnew.htm#feb3
re collective bargaining with TCEU Local 416
- Feb 3: Emergency Medical Services **[update](http://www.toronto.ca/bargaining/whatsnew.htm#feb3ems)**
www.toronto.ca/bargaining/whatsnew.htm#feb3ems
- Feb 2: The City has been bargaining with Local 416, the union representing "outside workers" and paramedics since October 2011 and has been unable to negotiate a new collective agreement over the past four months. **[Just the facts](http://www.toronto.ca/bargaining/just-the-facts.htm)**
www.toronto.ca/bargaining/just-the-facts.htm

TCEU Local 416 (CUPE) updates

Feb 4: TCEU Local 416
[Employee benefits communication](http://www.toronto.ca/bargaining/whatsnew.htm#feb4)

www.toronto.ca/bargaining/whatsnew.htm#feb4

CUPE Local 79 updates

Feb 2: The City and Local 79 continue to negotiate and have bargaining dates booked through to the end of February. The unfair labour practice hearing scheduled for January 31 was adjourned. Read [previous activities](#) (www.toronto.ca/bargaining/local79.htm).

CUPE Local 2998 updates

The parties have not commenced negotiations.