



NATIONAL & PROVINCIAL PERSPECTIVES

- LABOUR RELATIONS SERVICES -

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UPDATE: CITY OF TORONTO NEGOTIATIONS

Last week we published "[Starting with Ontario](#)" which highlighted a few key employment relations issues of note. This second issue of National & Provincial Perspectives provides an update with respect to City of Toronto negotiations.

- City of Toronto and CUPE Negotiations -

Outside Employees (CUPE local 416) Agreement Ratified:

The agreement reached between the City of Toronto and CUPE local 416 has been ratified. The summary terms of settlement are as follows:

- **Term:** January 1, 2016 – December 31, 2019
- **Wage Increases:** 1.25% per year plus 0.25% lump sum payment in the final year
- **Benefits:** *Concessions of benefits such as restricting prescriptions to generic drugs and reducing long-term disability benefits.*
- **Job Security:** *Phasing out a job-security provision that says veteran staff whose positions are contracted out must be given another equivalent city job.*

Source: [The Star](#), February 29, 2016

Inside Employees (CUPE local 79) Final Offer:

Negotiations between the City of Toronto and CUPE local 79 have stalled. On February 20, the union instigated "work-to-rule" conditions. On February 27, the employer tabled a final offer. The employer stated the offer was consistent with the agreement ratified by local 416 while taking into account the unique circumstances faced by members of local 79.

On February 28, the employer made the final offer public after the union released Ontario's lead mediator without prior warning. The mediator had worked with the parties for the previous eight days and had played a key role in the settlement between the City and local 416.

Please see highlights of the final offer as presented to local 79 on the next page.

Highlights of the City of Toronto's Final Offer to CUPE local 79

TERM

- 4 year term – January 1, 2016 to December 31, 2019

WAGE INCREASES

2016 January 1 0.75% & July 1 0.50%

2017 January 1 0.75% & July 1 0.50%

2018 January 1 0.75% & July 1 0.50%

2019 January 1 0.75% & July 1 0.50%

One-time, non-base non-pensionable lump sum payment of 0.25% (an average payment of approximately \$165)

TOTAL: 1.25% increase on base pay per year (5% total) PLUS 0.25% lump sum payment (not to base) in year 4.

BENEFITS AND LONG TERM DISABILITY PLAN

Benefit Type	Old Provision	New/Changes to Provision
Drugs	No requirement for mandatory generic drugs	Mandatory generic drugs Non-generic drugs will be covered upon the insurer's approval of an application completed by the employee's physician confirming that the generic drug is not medically effective, or not medically tolerated
Orthotic Devices	One device per person per benefit year (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices per benefit year)	One device per person every two benefit years (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices every two benefit years)
Long-Term Disability (LTD)	Benefit of 75% of basic salary	Benefit of 70% of basic salary for claims approved after ratification date Employees in receipt of LTD benefits as of date of ratification shall continue to receive 75% of basic salary

ILLNESS OR INJURY PLAN (EFFECTIVE JANUARY 1, 2017)

- 20 Illness or Injury Plan (IIP) days at 100% coverage
- 110 IIP days at 75% coverage
- IIP coverage for temporary employees continues to be pro-rated
- An employee who does not use all 20 IIP days at 100% coverage, can carry over up to 15 of the days to the following year as "top up credits"
- 1 unused IIP day equals 2 top up credits, up to a maximum of 30 top up credits per carry over year
- Top up credits can only be used in the carry over year, and
- One top up credit increases the IIP coverage from 75% to 100%

NOTICE OF CONTRACTING OUT

- No permanent employee with 15 years of seniority as of December 31, 2019 shall lose his/her employment as a result of contracting out or privatization
- 72% of the full time bargaining unit are protected

Please click [here](#) to view the complete final offer.

QUESTIONS?

If you have any comments or questions about this update please contact Karen Jewell, Division Manager, Base Services at 604-432-6228 or by email at karen.jewell@metrovancover.org.