

At the Board meeting of October 7, 2021, the Board resolved to authorize the public release of Confidential Attachment 1 to Report TCHC: 2021-61 following ratification and approval by Board, of the Memorandum of Settlement between TCHC and CUPE, Local 79. The Confidential Attachment is made public, on October 8, 2021, in accordance with that direction.

Confidential Attachment 1 to Public Item 4

– Outcome of Collective Bargaining with CUPE Local 79 (Report: TCHC:2021-61)
 TCHC In-Camera Board Meeting – October 7, 2021

Key Outcomes:

1. Capped sub allowance on maternity leave benefit to 12 months as opposed to 18 months, resulting in estimated saving of \$772K annually.
2. Negotiated Memorandum of Agreement enabling TCHC to limit recall of staff into partnership program with Jayscare to meet client expectations and preserve partnership.
3. Establish the framework for a floater pool of staff to fill short term absences to minimize disruption of service to Tenants
4. Negotiated a five (5) year term agreement enabling stability in operations and aligns to the bargaining cycle with the City and TCEU Local 416.
5. Aligned annual monetary increases to City and TCEU Local 416.
6. Limit job security provision to current percentage of staff (33%) and capped provision to end of term of contract.

Financial Impacts

Monetary Item	TCHC Local 79 Outcome	Cost (term of agreement)
Term	5 years	
Wage Increase	Yearly increases: January 1, 2020 1% added to base January 1, 2021 1% added to base January 1, 2022 1% added to base January 1, 2023 1.75% added to base January 1, 2024 1.75% added to base Increase of \$0.75/hour to part-time wages	\$17,503,854

Item 9E – Confidential Reading Materials

Confidential Attachment 1 to Public Item 4 – Outcome of Collective Bargaining with CUPE Local 79
 (Report: TCHC:2021-61) TCHC In-Camera Board Meeting – October 7, 2021

Monetary Item	TCHC Local 79 Outcome	Cost (term of agreement)
Holidays	Added a third floating holiday	\$700,000
Union Representation	Full-time leave of absence with pay and benefits granted to one additional position to assist with reorganization and increase to Unit Officer salary.	\$443,744
Benefits	For prescriptions from an Osteopath, the Osteopath must be a member of an Osteopathic Association Increase of dispensing fee cap for compound drugs to \$25 Increase psychologist services by \$700 to \$1,200. Increase of vision benefit by \$25 effective 2021 Orthotic devices for dependents 18 years or younger limited to 3 pairs every 2 benefit years. Orthopedic devices for dependents 18 years or younger limited to 3 pairs per benefit year. Increase of Prostate Specific Antigen Test or Ovarian Screening Test maximum to \$40. Erectile dysfunction limited to 40 tablets every 3 months Glucose Monitoring System benefit expanded but also capped at \$4,000 per calendar year	\$268,000

Item 9E – Confidential Reading Materials

Confidential Attachment 1 to Public Item 4 – Outcome of Collective Bargaining with CUPE Local 79
 (Report: TCHC:2021-61) TCHC In-Camera Board Meeting – October 7, 2021

Monetary Item	TCHC Local 79 Outcome	Cost (term of agreement)
Sick Pay Gratuity	Increase maximum sick pay gratuity leave credits payout for former OPSEU Local 592 members hired prior to January 1, 1997. Aligns to similar benefit in CUPE 416 Collective Agreement for former MTHA staff.	\$254,331
Maternity and Parental Leave	<p>Amend language in CA to reflect that the quantum of the sub allowance is capped at 93% for 12 months, and should an employee take the option of an extended parental leave, the dollar value of the sub allowance will be spread over the elected leave periods.</p> <p>*Settlement of an active policy grievance alleging TCHC’s current practice regarding maternity/parental leave sub-allowance payments was contrary to the Collective Agreement.</p>	(\$2,315,982)
Sr. Tenant Services Coordinator & Floater Pool	Implementation of a new classification of ‘Sr. Tenant Services Coordinator’ and create six (6) floater TSC and CSC positions to meet operational requirements and cover off short term absences.	\$1,987,253

Item 9E – Confidential Reading Materials

Confidential Attachment 1 to Public Item 4 – Outcome of Collective Bargaining with CUPE Local 79
 (Report: TCHC:2021-61) TCHC In-Camera Board Meeting – October 7, 2021

Non-Monetary Outcomes

Non-Monetary Item	TCHC Outcome
Union Security	Effective January 1, 2021, deduction of a one-time initiation fee for all new employees of TCHC who are part of Local 79.
Union Security	TCHC shall provide a quarterly list of all employees including personal email address, home telephone numbers and personal cell number.
Change of Address	Employee will update the payroll system with these changes within 2 weeks of the change.
Flexible Workplace Policies	TCHC and the Union to meet within 90 days of ratification to explore flexible workplace policies including flexible working arrangements, working from home and at alternate work locations subject to operational requirements.
Letter of Intent - Client Care Center Scheduling	TCHC shall endeavor to have 2 consecutive days off per week but will ensure that all employee receive at least 2 consecutive days off in every pay period.
Benefits	Employee will update any changes in marital status or dependents no later than 30 days.
Sick Pay	Capping medical note reimbursement costs to \$60 Compliance with TCHC’s return-to-work and accommodation process Requirement to complete TCHC Attending Physician’s Form.
Job Postings	TCHC will create job descriptions for all active positions listed in Schedule A or newly created positions in the Local 79 bargaining unit and will provide them to the union within 160 days of ratifying the Collective Agreement.

Item 9E – Confidential Reading Materials

Confidential Attachment 1 to Public Item 4 – Outcome of Collective Bargaining with CUPE Local 79
 (Report: TCHC:2021-61) TCHC In-Camera Board Meeting – October 7, 2021

Non-Monetary Item	TCHC Outcome
Employment Security	No employee in the permanent service with 11 years of seniority or more as of December 31, 2024 shall lose their employment as a result of contracting out or privatization.
Non Violent Crisis Intervention	TCHC will promote and provide the opportunity to attend regular training on non-violent crisis intervention to all Local 79 members who interact with tenant, inclusive of Client Care Center staff. Local 79 employee will also be provided with training regarding violence and harassment in the workplace.
Letter of Intent-Working Alone	Agreement that a working group will meet to discuss any precautions, procedures, or risk assessments which need to be implemented as a result of the HUB model. In addition, employees should follow the Policy for Working Alone Safely and report potential hazards or concerns to their manager/supervisor.
Employment Equity/Diversity	The parties will meet within 120 following ratification to discuss and engage in the development and implementation of a workforce equity and inclusion plan for TCHC.
Workplace Education and Training	Management will endeavor to hold regular meetings with staff and where possible, provide prior notice and remote access.
Memorandum of Agreement-Rookie League Program	Agreement regarding hiring and recall to the Rookie League Program, including effective the 2022 season, only employees who have previously worked in the Rookie League Program shall be entitled to be recalled to Rookie League.