



## Collective Bargaining Update – CUPE, Local 79

Item 4

October 7, 2021

Board of Directors

**Report:** TCHC:2021-61

**To:** Board of Directors (the “Board”)

**From:** Interim Vice President, Human Resources

**Date:** October 6, 2021

### **PURPOSE:**

To provide the Board with the details of the successfully negotiated Memorandum of Settlement between Toronto Community Housing and CUPE Local 79, and to seek ratification and approval of the Agreement by the Board.

### **RECOMMENDATIONS:**

It is recommended that the Board:

1. Ratify and approve the Memorandum of Settlement between TCHC and CUPE, Local 79, which falls within the mandate approved by the Board of Directors, in order to effect a new Collective Agreement;
2. Authorize staff to make the necessary adjustments to the 2021 Operating Budget of the Divisions to reflect provisions of the Memorandum of Settlement;
3. Authorize the public release of the financial impact of the negotiated Memorandum of Agreement, contained in Confidential Attachment 1, if the Memorandum of Settlement is ratified and approved by Board, at the conclusion of the Meeting; and
4. Authorize the appropriate staff to take all necessary actions, including necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memorandum of Settlement, and execute all necessary documents to implement the above recommendations.

**BACKGROUND:**

The Collective Agreement between the TCHC and CUPE, Local 79 expired on December 31, 2019. Notice to bargain with Local 79 was received on December 5, 2019. TCHC historically follows a process of pattern bargaining with the City in negotiations with CUPE Local 416 and Local 79. The City reached a negotiated settlement with CUPE Local 416 on February 28, 2020 and with Local 79 on March 13, 2020. TCHC commenced bargaining with CUPE Local 416 on April 10, 2020 and completed negotiations on May 14 2020. TCHC then commenced bargaining with CUPE Local 79 in September 22, 2020. Due to extenuating circumstances resulting in part from the COVID-19 pandemic, the parties agreed to defer bargaining which was later resumed in spring 2021. The parties had a total of seventeen (17) days of bargaining including Conciliation with a government appointed Mediator from the Ministry of Labour. On August 20<sup>th</sup>, 2021, a tentative agreement was reached between the parties with the assistance of a private Mediator. Highlights of the Memoranda of Settlement are contained in Confidential Attachment 2. On October 1, 2021, following a vote by the union membership, the Agreement was ratified by CUPE Local 79.

**REASONS FOR RECOMMENDATIONS:**

The terms of the agreement achieved by TCHC and Local 79 fall within the mandate previously approved by the Board at its meeting of February 20, 2020. Through the negotiated agreement, TCHC:

- align its monetary outcomes to those achieved in the ratified renewal agreement between the City of Toronto (the “City”) and TCEU, Local 416;
- has achieved agreement on non-monetary items that support operational needs while maintaining the interests of the labour/ management relationship.

**FINANCIAL IMPACT:**

The financial impacts of this report are set in Confidential Attachment 1. The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial impact information.

**IMPLICATIONS AND RISK:**

Failure to successfully ratify a collective agreement with the union could result in service disruptions to TCHC Tenants. Lack of alignment with City and

TCEU Local 416 collective bargaining outcomes will result in differential treatment of staff and create animosity with labour partners.

**SIGNATURE:**

*“Barbara Shulman”*

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Barbara Shulman  
(Interim) Vice President, Human Resources

**ATTACHMENT:**

1. Confidential Attachment 1: Local 79 Bargaining Outcomes

**STAFF CONTACT:**

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