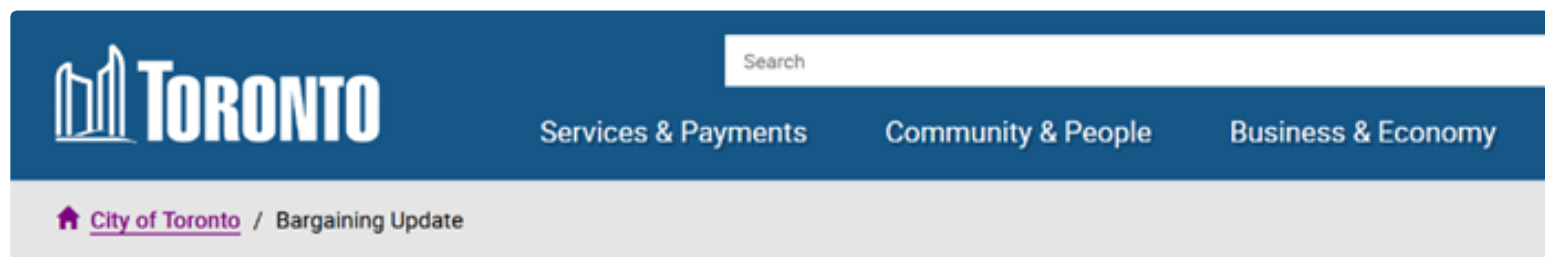


Instead of meaningfully negotiating, the City chooses to publish half truths. We corrected their "Bargaining Update" below.



Bargaining Update *FILLED WITH MISLEADING STATEMENTS AND HALF TRUTHS*

Updated: February 13, 2025

The City of Toronto is in collecting 27,000 inside workers) for the recreation (which expired on February 13, 2025). The parties are currently working on a conciliation process has been underway since January 13, 2025. The City of Toronto's focus remains on the contributions of City employees and their negotiation and ratification with the Union to address shared priorities and concerns. When the "No-Board" Report is issued, the City will be in a legal lockout position 17 days from the date of issuance. In the event of a labour disruption, the City will be in a legal lockout position 17 days from the date of issuance. The City will be in a legal lockout position 17 days from the date of issuance. The City will be in a legal lockout position 17 days from the date of issuance.

Under John Tory, Local 79 members saw years of wage increases below the rate of inflation, with an average annual wage increase of only 1.13% over the past six years. Since the beginning of the pandemic, prices in Canada went up more than 18% but Local 79 members' wages grew by a compounded 6.4%. Frontline workers experienced a 12% wage cut.

CUPE Local 79 (representing recreation, part-time long-term care and part-time recreation) requested a "No-Board" Report. If either party concludes that the conciliation process is not working, the City will be in a legal lockout position 17 days from the date of issuance. The City will be in a legal lockout position 17 days from the date of issuance. The City will be in a legal lockout position 17 days from the date of issuance. The City will be in a legal lockout position 17 days from the date of issuance.

City Manager Paul Johnson saw his salary jump 28% to \$417,216 in a single year (2022-2023), earning him the spot as the highest paid municipal Chief Administrative Officer in the Province. Why can't all other jobs at the city also be highest paid?

The city saved \$10 million last year in recreation by paying the first 7 wage rates at minimum wage when they did not have to and yet their current offer is worth ONLY \$2 million!

What is a "No-Board" Report?

A "No-Board" Report means that the Ministry of Labour has determined that it is not advisable to appoint a conciliation board. The issuance of a "No-Board" Report means that CUPE Local 79 will be in a legal strike position and the City will be in a legal lockout position 17 days after the issuance. During this 17-day period and beyond, the City and the Union can agree to continue bargaining.

MISLEADING

Current Offer to CUPE Local 79

The City has offered all members of CUPE Local 79 the same general wage increases that were successfully negotiated with Toronto Civic Employees Union Local 416 (outside workers) in December 2024, providing an increase of close to 3% over the next four years.

- 2025 - 3.95%
- 2026 - 3.9%
- 2027 - 3.8%
- 2028 - 3%

The City conveniently leaves out the fact that their proposal includes a concession that requires all employees pay 10% of the monthly health benefit premium. For family health and dental coverage, a full time employee would pay \$862.15 per year. And what about inflation? When inflation is accounted for the City's 3.95% turns into 2.15% and even less when you pay 10% for benefits. Let's not forget that the City gave ATU 4.79% in year 1.

Inside and outside workers are all part of the same labour environment - working side by side at the City - and for at least the last 25 years have received the same general wage increases.

LOW BALL Low wages.

Current Offer to Recreation Workers

The increases noted above were offered for all Local 79 workers. In addition, since the last collective agreement five years ago, minimum wage has outpaced the negotiated increases. The City has already recognized this as an issue to address through the bargaining process, which is why the City has tabled a proposal offering a significant investment in our recreation staff that ensures 92% of all part-time recreation hours worked will be paid above minimum wage. In comparison, last year, 43% of all recreation hours worked were paid at minimum wage.

WHAT THE CITY IS NOT TELLING YOU ABOUT THEIR LOW BALL OFFER TO RECREATION WORKERS: the City can eliminate minimum wage employment by agreeing to our proposal and making the lowest wage rate in recreation at 17.65. This would ONLY cost the City \$200K, just half of what City Manger earns in one year. DONT FORGET: recreation workers DO NOT receive sick pay, vacation and benefits like other part time workers at the City.

After two and a half months of bargaining the City has yet to put anything in writing that includes special wage adjustments for certain occupations to bring them up to market levels. In fact, they have stated that they will NOT disclose their offer until we agree to their low ball across the board wage increases. If the City is serious about solving the retention and recruitment crisis they MUST turn their offers of "discussion" into official proposals in writing.

What the City is NOT Doing to Attract and Retain Workers

In addition to general wage increases, the City has offered to discuss special wage adjustments with the union for certain occupations to bring these jobs up to market levels (for example: nurses and municipal standards officers).

Why the City Wants a Four-Year Collective Agreement

There is a significant benefit to the City and its taxpayers to be able to plan budgets and operations with certainty over the next four years. It also provides stability for workers and their families as they plan their lives in the current uncertain economic climate.

What Happens to CUPE Local 79 Members' Wages and Benefits if there is a Strike?

If Local 79 engages in strike activity, all compensation from the City ends, including access to health benefits (for example: drugs, extended health, dental, sickness/long-term disability, top-ups for WSIB/parental/pregnancy leave and life insurance).

The worst employers ALWAYS resort to fear tactics. The City is taking an aggressive stance typically new mothers and members on LTD are not punished this way. STRIKE PAY is \$350 (Tax free) for 20 hours of picketing AND we are currently working on a way for CUPE National to pay our benefit premiums to the City. The City just has to agree to take our money. IF they refuse there will be a plan to cover emergency needs.

Even the very best economists cannot predict the economic state of a given country four years in advance. It is important to not fall into a situation that could make us vulnerable in a few years time. City Council sets and passes its budget annually. Ask yourself, why the City would insist on an extended contract? We are taking a new approach this year - we won't simply take the City's opening offer.

Ask yourself, why is the City scaring you from striking? Because they dont want you to fight for a fair deal. They know that they cannot run this City without us - just look at how many of us were required to work in the snow storm conditions.

Page Feedback

Jobs at the City Media Room