



Backgrounder

A Way Forward

Framework for a settlement between the City of Toronto and CUPE Local 79 and TCEU, Local 416 – CUPE

Locals 79 and 416 are withdrawing dozens of proposals to focus on a settlement with the City of Toronto and its frontline workers that is based on five key pillars:

Job stability to address precarious employment:

Improved scheduling and shift reliability for part-time and temporary positions with a recognition of seniority.

- Implementing job posting provisions to address workload issues and improve succession planning while providing opportunities for growth, training and development.
- Maintaining employment security to protect long-standing workers from job elimination while fixing redeployment, layoff, and recall and scheduling provisions.

Protecting workers' health and wellness:

- Provide the same benefits without adjustments, except for critical mental health supports.
- Ensuring that our members continue to have paid sick time including the ability to care for ill dependants.
- Trilateral Benefits Committee that reviews the benefit plans to identify efficiencies, works to ensure that members have an early and safe return to work and other issues of concern to the parties.

Gender equity in the workplace:

Ensure gender equity in the provision of appropriate uniforms in aquatics.

A modest wage increase:

A wage increase that keeps in line with other settlements between the city and its workers.

No concessions:

The settlement includes all items previously agreed to by the parties and does not contain concessions.