



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachments**

4.

**Ratification of the Memorandum of Settlement between
Toronto Public Library Board and Toronto Public Library
Workers, Local 4948 CUPE (2012 – 2015)**

Date:	March 29, 2012
To:	Toronto Public Library Board
From:	City Librarian

SUMMARY

This report requests Toronto Public Library Board approval of the Memorandum of Settlement between Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. ratifies the Memorandum of Settlement dated March 28, 2012, between Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE, to effect a new four-year collective agreement between the parties for the period January 1, 2012 to December 31, 2015, subject to ratification of the Memorandum of Settlement by Local 4948 CUPE;
2. authorizes staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memorandum of Settlement;
3. authorizes the release of information as follows:
 - a. Summary of Memorandum of Settlement contained in Confidential Attachment 1 to be made public, after ratification by Local 4948 CUPE;
 - b. Financial Implications of Memorandum of Settlement contained in Confidential Attachment 2 to be made public after ratification by Local 4948 CUPE; and

- c. Financial Analysis of Memorandum of Settlement contained in Confidential Attachment 3 to remain confidential as it contains information about labour relations or employee negotiations; and
4. authorizes the Employer's contributions to OMERS for the full month of March 2012, if an individual employee makes her contributions for the full month of March before November 1, 2012.

FINANCIAL IMPACT

No additional funding is required from the City of Toronto in 2012 to implement the 2012 – 2015 collective agreement. Additional funding will be requested from the City as part of the future budget submissions for 2013, 2014 and 2015.

The financial implications of the Memorandum of Settlement are set out in Confidential Attachment 2.

The financial analysis of the Memorandum of Settlement is set out in Confidential Attachment 3.

The Employer's contributions to OMERS are part of the approved budget.

The Director, Finance and Treasurer has reviewed this financial impact statement and is in agreement with it.

DECISION HISTORY

The Library Board approved a general mandate for collective bargaining on October 17, 2011.

ISSUE BACKGROUND

The collective agreement between the Toronto Public Library Board and the Toronto Public Library Workers, Local 4948 CUPE ended on December 31, 2011.

The Board gave notice to bargain to the Union on December 12, 2011. Discussions between the Board and Local 4948 CUPE to negotiate the 2012 – 2015 collective agreement began on January 19, 2012. The parties continued to bargain from January to March, and met on approximately 45 days. Conciliation began on February 21st, and the Union requested a No Board report that was issued on March 1st. The Union began a legal strike on March 18th. Negotiations continued during the strike, and a tentative agreement was reached on March 28th.

Library Board approval of the Memorandum of Settlement between the Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE is required to ratify the agreement.

COMMENTS

The Director, Human Resources will outline the highlights of the Memorandum of Settlement between the Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE at the March 29th meeting. A Summary of the Memorandum of Settlement is attached as Confidential Attachment 1 and the Financial Implications of the Memorandum of Settlement and the Financial Analysis of the Memorandum of Settlement are attached as Confidential Attachments 2 and 3.

A copy of the negotiated changes in the tentative agreement will be made available at the March 29th Board meeting.

CONTACT

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SIGNATURE

Jane Pyper
City Librarian

ATTACHMENTS

Confidential Attachment 1: Summary of the Memorandum of Settlement
Confidential Attachment 2: Financial Implications of the Memorandum of Settlement
Confidential Attachment 3: Financial Analysis of the Memorandum of Settlement