



**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 (2009 – 2011)**

Date:	November 9, 2009
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 November 4, 2009, between Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE, to effect a new three-year Collective Agreement between the parties for the period January 1, 2009 to December 31, 2011, subject to ratification of the Memorandum of Settlement by Local 4948 CUPE;
2. authorizes staff to make the necessary budget requests to the City for funding for the new Collective Agreement;
3. 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 and any retroactive provisions; and
4. authorizes the release of information as follows after Local 4948 CUPE ratification:
 - a. Summary of Memorandum of Settlement contained in Confidential Attachment 1 to be made public;

- b. Financial Implications of Memorandum of Settlement contained in Confidential Attachment 2 to remain confidential as they contain information about labour relations and employee negotiations.

FINANCIAL IMPACT

The funds necessary to implement the 2009 – 2011 Collective Agreement with Local 4948 CUPE will be requested from the City of Toronto as a budget adjustment in 2009 and included in future budget submissions for 2010 and 2011.

The financial impacts of this report are set out in Confidential Attachment 2.

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 20, 2008.

ISSUE BACKGROUND

The Collective Agreement between the Toronto Public Library Board and the Toronto Public Library Workers, Local 4948 CUPE ended on December 31, 2008. Discussions between the Board and Local 4948 CUPE to negotiate the 2009 – 2011 Collective Agreement began in April 2009 culminating in a tentative agreement on November 4, 2009.

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. A Summary of the Memorandum of Settlement is attached as Confidential Attachment 1 and the Financial Implications of the Memorandum of Settlement are attached as Confidential Attachment 2.

A copy of the tentative agreement will be made available at the November 9th Board meeting.

CONTACT

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SIGNATURE

Jane Pyper
City Librarian

ATTACHMENTS

Confidential Attachment 1: Summary of Memorandum of Settlement

Confidential Attachment 2: Financial Implications of Memorandum of Settlement