



**STAFF REPORT  
ACTION REQUIRED**  
with Confidential Attachments

**4.**

**Ratification of Memorandum of Settlement between  
Toronto Public Library Board and Toronto Public Library  
Workers Union, Local 4948 CUPE (2016-2019)**

<b>Date:</b>	May 6, 2016
<b>To:</b>	Toronto Public Library Board
<b>From:</b>	City Librarian

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**SUMMARY**

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

The members of TPLWU, Local 4948 ratified the collective agreement at a vote on May 4, 2016.

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**RECOMMENDATIONS**

**The City Librarian recommends that the Toronto Public Library Board:**

1. ratifies the Memorandum of Settlement, including all terms and conditions, dated May 2, 2016, between Toronto Public Library Board and Toronto Public Library Workers Union, Local 4948 CUPE, to effect a new four-year collective agreement between the parties for the period January 1, 2016 to December 31, 2019;
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, if approved by the Toronto Public Library Board; and
  - b. Financial Implications of Memorandum of Settlement contained in Confidential Attachment 2 be made public, if approved by the Toronto Public Library Board.

## **FINANCIAL IMPACT**

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The funds necessary to implement the 2016-2019 Collective Agreement with Local 4948 CUPE will be requested from the City of Toronto as a budget adjustment in 2016 and included in future budget submissions for 2017, 2018 and 2019.

The financial implications of the Memorandum of Settlement 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 mandate for collective bargaining on October 25, 2015.

## **ISSUE BACKGROUND**

The collective agreement between the Toronto Public Library Board and the Toronto Public Library Workers Union (TPLWU), Local 4948 CUPE ended on December 31, 2015.

The Board gave notice to bargain to the Union on December 16, 2015. Discussions between the Board and Local 4948 CUPE to negotiate the 2016-2019 collective agreement began on February 10, 2016. The parties continued to bargain from February to May and met on approximately 40 days. Conciliation began on April 6, 2016, and the Union requested a 'No Board' report that was issued on April 15, 2016. The parties were in a legal strike/lockout position effective 12:01 a.m. May 2, 2016. Negotiations continued past the strike/lockout deadline and a Memorandum of Settlement was signed at approximately 6:00 a.m. on May 2, 2016.

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

The members of TPLWU, Local 4948 ratified the collective agreement at a vote on May 4, 2016.

## **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 Union, Local 4948 CUPE at the May 6, 2016 meeting. A Summary of the Memorandum of Settlement is attached as Confidential Attachment 1, and the Financial Implications of the Memorandum of Settlement is attached as Confidential Attachment 2.

## **CONTACT**

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## **SIGNATURE**

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Vickery Bowles  
City Librarian

## **ATTACHMENTS**

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