



**STAFF REPORT
ACTION REQUIRED
Confidential Attachment**

City of Toronto Settlement with COTAPSAI

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| Date: | February 28, 2008 |
| To: | Employee and Labour Relations Committee |
| From: | City Librarian |
| Reason for Confidential Information: | This report is about labour relations or employee negotiations. |

SUMMARY

The City of Toronto recently settled a dispute with COTAPSAI, the association representing some of its non-union employees. The dispute was about the implementation of the 2004 salary increases for non-union employees.

The Toronto Public Library Board in March 2003 adopted the City of Toronto's compensation program for non-union staff, including market rate adjustments and performance pay.

This report deals with the impact on the Library of the City settlement.

RECOMMENDATIONS

The City Librarian recommends that the Employee and Labour Relations Committee:

1. Recommends to the Toronto Public Library Board that it adopts the confidential recommendation in Attachment 1; and
2. Authorizes release of the approved confidential recommendation when the matter is resolved.

FINANCIAL IMPACT

The cost of a settlement at the Library is a budget pressure and it will be managed within the requested 2008 Operating Budget.

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

CONTACT

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SIGNATURE

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ATTACHMENTS

Attachment 1: Confidential Information