

**Non-Union Benefits**

<b>Date:</b>	September 21, 2020
<b>To:</b>	Toronto Public Library Board
<b>From:</b>	City Librarian

**SUMMARY**

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This report seeks Toronto Public Library (TPL) Board approval for changes to align the benefit plans provided to Toronto Public Library non-union staff with the changes implemented by the City and to reflect new leave provisions included in the TPL collective agreement.

At its meeting on July 28-29 2020, City Council approved changes to the benefit plans of non-union City staff, to align with the collective agreements with TCEU Local 416 (CUPE) and CUPE Local 79 approved earlier in the year. These changes include:

- additional psychological services benefits
- additional vision benefits
- cap on erectile dysfunction medication
- cap on orthotics and orthopaedic shoes for dependents age 18 and under
- an update to the parental leave and pregnancy leave policies
- an additional float day for non-union employees

As part of the current collective agreement with Toronto Public Library Workers Union, Local 4948 CUPE, similar benefits are reflected and new leave provisions were introduced for domestic or sexual violence and trans-affirming care.

**RECOMMENDATIONS**

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

1. adopts the benefit plan changes for non-union staff to align with the benefit plans provided to non-union City staff and reflect new leave provisions contained in the Toronto Public Library collective agreement (all changes are effective October 1, 2020 unless otherwise indicated):

- a. increase the Psychologist services from \$500 to \$1000 per person per calendar year, and expand the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner;
- b. provide an additional \$80 for one routine eye exam for every twenty-four consecutive months;
- c. add a cap on erectile dysfunction medication to 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets;
- d. add a cap on orthotics and orthopedic shoes for dependents 18 years of age and under of three pairs per dependent per year;
- e. effective for leaves in 2021 and beyond, beginning January 1, 2021, amend the Supplemental Employment Benefits Plan to increase the pregnancy and parental leave top-up from 75% to 85% of wages (less Employment Insurance benefits), and employees will have the option of receiving the top-up over twelve months or spreading the same dollar value over a period of 18 months;
- f. an additional floater day each year;
- g. introduction of a new Domestic or Sexual Violence Leave providing up to two weeks paid leave; and
- h. introduction of new Trans-Affirming Care Leave providing up to two weeks paid leave.

## **FINANCIAL IMPACT**

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There are expected small increases to costs for additional psychological benefits and vision care offset by savings related to parental leave changes. As there is no back-filling for non-union staff when away on vacation, there would only be notional costs for the additional float day. Overall, there no significant net impact on the operating budget.

## **DECISION HISTORY**

On July 28-29 2020, City Council approved changes to benefit plans of non-union City staff, to align with the collective agreements with TCEU Local 416 (CUPE) and CUPE Local 79 approved earlier in the year.

A similar benefits plan is included in the TPL collective agreement with Local 4948, CUPE which also introduced new leave provisions for domestic or sexual violence and trans-affirming care.

## **COMMENTS**

The proposed changes to the benefits plans for non-union employees are:

- a. increase the Psychologist services from \$500 to \$1000 per person per calendar year, and expand the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner;
- b. provide an additional \$80 for one routine eye exam for every twenty-four consecutive months;
- c. add a cap on erectile dysfunction medication to 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets;
- d. add a cap on orthotics and orthopedic shoes for dependents 18 years of age and under of three pairs per dependent per year;
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- f. an additional floater day each year;
- g. introduction of a new Domestic or Sexual Violence Leave providing up to two weeks paid leave; and
- h. introduction of new Trans-Affirming Care Leave providing up to two weeks paid leave.

This report recommends that the Board approve changes to align the benefit plans provided to Toronto Public Library non-union staff with the changes implemented by the City and to reflect new leave provisions included in the TPL collective agreement.

## **CONTACT**

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## **SIGNATURE**

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