



**STAFF REPORT
ACTION REQUIRED
with Confidential
Attachment**

Collective Bargaining – 2016

Date:	October 26, 2015
To:	Toronto Public Library Board
From:	City Librarian
Reason for Confidential Information:	This report is about labour relations or employee negotiations.

SUMMARY

The current collective agreement with the Toronto Public Library Workers Union, Local 4948 (CUPE) expires on December 31, 2015.

This report recommends that the Toronto Public Library Board approve a mandate for staff to engage in negotiations with the Union for a new collective agreement.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. receives the confidential verbal report from staff for information;
2. adopts the recommendations in Confidential Attachment 1; and
3. requests that the recommendations and information in Confidential Attachment 1 not be made public, as it is about labour relations or employee negotiations.

FINANCIAL IMPACT

There is no financial impact on the 2015 operating budget as a result of this report.

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

BACKGROUND

The current collective agreement with Toronto Public Library Workers Union, Local 4948 (CUPE) expires on December 31, 2015. The current collective agreement has a four-year term, from 2012 to 2015.

The negotiations for a new collective agreement in 2016 is the seventh round of collective bargaining between the Library and the Union, since the establishment of the Toronto Public Library through amalgamation in 1998. The parties negotiated a Common Seniority agreement in 1999, and five collective agreements in 2000, 2002, 2005, 2009 and 2012. There has been one labour disruption in March 2012.

Either party may give notice to the other of its desire to negotiate a new collective agreement as early as November 2, 2015.

COMMENTS

The Board will receive a confidential verbal report about the collective bargaining process, which includes the following subjects: notice to bargain; exchange of proposals; conciliation; legal strike/lockout; and ratification votes.

CONTACT

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SIGNATURE

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ATTACHMENT

Attachment 1: Confidential Attachment 1