



**STAFF REPORT  
ACTION REQUIRED  
With Confidential  
Attachment**

## **Collective Bargaining – 2024-2025**

**Date:** October 28, 2024

**To:** Toronto Public Library Board

**From:** City Librarian

### **SUMMARY**

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The current collective agreement with the Toronto Public Library Workers Union, Local 4948 (CUPE) expires on December 31, 2024.

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**

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The City Librarian recommends that the Toronto Public Library Board:

1. approves the recommendations in Confidential Attachment 1; and
2. approves the recommendations and information in Confidential Attachment 1 will not be made public, as it is about labour relations or employee negotiations.

## FINANCIAL IMPACT

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There is no financial impact on the 2024 operating budget as a result of this report. The financial impact on the operating budget in 2025 will be determined once a settlement is reached.

The Director, Finance & Treasurer has reviewed this financial impact statement and agrees with it.

## ISSUE BACKGROUND

The current collective agreement with Toronto Public Library Workers Union, Local 4948 (CUPE) expires on December 31, 2024. The current collective agreement has a five-year term, from 2020 to 2024.

The negotiations for a new collective agreement in 2025 is the ninth round of collective bargaining between the Library and the Union, since the establishment of the Toronto Public Library through amalgamation in 1998.

## COMMENTS

The Board will receive a confidential verbal report about the collective bargaining process and the Board's mandate for upcoming negotiations.

## CONTACT

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## SIGNATURE

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Vickery Bowles  
City Librarian

## ATTACHMENTS

Attachment 1: Confidential Attachment 1