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**STAFF REPORT
ACTION REQUIRED
Confidential
Attachments**

**Ratification of the Memorandum of Settlement
between Toronto Public Library Board and Toronto
Public Library Workers Union, CUPE Local 4948**

Date: April 8, 2025

To: Toronto Public Library Board

From: City Librarian

SUMMARY

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

The members of the TPLWU, CUPE Local 4948 bargaining unit have ratified the Memorandum of Settlement on April 5 and 6, 2025.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. ratifies the Memorandum of Settlement (Highlights of Memorandum of Settlement on Confidential Attachment 1), including all terms and conditions, dated March 31, 2025, between the Toronto Public Library Board and Toronto Public Library Workers Union, CUPE Local 4948, to effect a new four-year collective agreement between the parties for the period January 1, 2025 to December 31, 2028;
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 to be made public, if approved by the Toronto Public Library Board

FINANCIAL IMPACT

The funds necessary to implement the 2025-2028 Collective Agreement with TPLWU, CUPE Local 4948 will be requested from the City of Toronto as a budget adjustment in 2025 and included in future budget submissions for 2026, 2027, and 2028.

The financial implications of the Memorandum of Settlement are set out in Confidential Attachment 2.

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

DECISION HISTORY

The Library Board approved a mandate for collective bargaining at its meeting on December 2, 2025.

BACKGROUND

The 2020-2024 Collective Agreement with TPLWU, CUPE Local 4948 expired on December 31, 2024.

The Union gave notice to bargain on November 22, 2024. The parties exchanged proposals and began negotiations on December 6, 2024. Collective bargaining negotiations continued through the first quarter of 2025, and the parties signed a Memorandum of Settlement on March 31, 2025, subject to ratification by both parties. The members of TPLWU, CUPE Local 4948 ratified the Collective Agreement on April 6 and 7, 2025. Library Board approval of the Memorandum of Settlement is required to ratify the agreement.

COMMENTS

The Director, Human Resources will provide a summary of the Memorandum of Settlement between the Toronto Public Library Board and Toronto Public Library Workers Union, CUPE Local 4948 at the meeting. A Summary of the Memorandum of Settlement is attached as a Confidential Attachment, and the Financial Implications of the Memorandum of Settlement is attached as Confidential Attachment 2.

CONTACT

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SIGNATURE

Vickery Bowles
City Librarian

ATTACHMENTS

Confidential Attachment 1: Highlights of the Memorandum of Settlement

Confidential Attachment 2: Financial Implications of the Memorandum of Settlement

Confidential Attachment 1

The confidential information provided to the TPL Board regarding highlights of the Memorandum of Settlement between the TPL Board and the TPLWU, CUPE Local 4948, is now public in its entirety.

Highlights of Memorandum of Settlement between the Toronto Public Library Board and the Toronto Public Library Workers Union, CUPE Local 4948

Monetary Items

1. Term of Agreement: Four (4) years: January 1, 2025 to December 31, 2028

2. Wage Settlement (following City across-the-board adjustments)

Effective Date	Increase
January 1, 2025	3.95% to base rates
January 1, 2026	3.9% to base rates
January 1, 2027	3.8% to base rates
January 1, 2028	3 % to base rates

Special Wage Adjustments (Effective January 1, 2025)

- Increase of \$1.00 to the hourly wage rate for Pages and After Hours Attendants (before General Wage Increase noted above)
- Page wage rate to be at least \$0.15 above Ontario minimum wage
- Re-classification of Senior Library Assistant to higher wage grade

3. Overtime and Premiums

- Elimination of Sunday overtime provisions
- Overtime continues to apply beyond regular work week (i.e. staff are still paid overtime for any hours over 35 hours per week, including Sundays)
- Introduction of new Sunday premium of \$5.00
- Increase of Saturday premium from \$1.27 to \$1.62, and evening premium from \$1.04 to \$1.40

4. Benefits - Enhancements

- Introduction of new Mental Health benefit coverage for psychotherapy up to \$1,500 per person per year

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- Increased paramedical coverage of \$2,700 per person per year (can also be used for psychotherapy)
- Enhanced vision care coverage up to \$100.00 per person per year
- Introduction of new Family Building Benefit of \$10,000 per person lifetime maximum, providing coverage in areas such as surrogacy, fertility treatments and adoption
- Reduced cost of benefits for part-time staff (from 40% employee-paid to 30% employee-paid)
- Benefit coverage for Pages starting at two years of service (formerly four years)

5. Benefits – Cost Management Measures

- Addition of Dispensing Fee cap for drugs of \$9.00 per prescription (\$25.00 for compound drugs)
- Addition of Greenshield Canada Biosimilar Policy to manage escalating cost of biologic drugs
- Additional controls on use of entitlements

Non-Monetary Items

1. Sunday Staffing Model

- Elimination of Sunday overtime. Replaced with \$5.00 Sunday premium
- Introduction of new Part-time and Page Sunday Worker positions, at employer's discretion; adds Sunday as regular day of work, with increased weekly hours, OMERS pensionable earnings on Sundays, and opportunity to work Sundays at preferred location (based on seniority).
- Sundays remain voluntary for all other staff.
- External Sunday workers can be hired on temporary basis indefinitely with no pause-period, if not enough internal applicants.

2. Accelerating Recruitment and Filling of Vacancies

- Elimination of requirement to interview all candidates for more senior roles
- Interview scores stand for three-months for selected classifications, eliminating the need to interview all candidates
- Agreement to discuss the possible implementation of pre-qualified candidate pools for certain roles

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3. Equity and Inclusion

- Recognition of National Day for Truth and Reconciliation as a statutory holiday with branches closed
- Enhanced Domestic/Sexual Violence Leave and Gender-Affirming Care Leave
- Confirming in the Collective Agreement coverage for Gender-Affirming Care benefit (introduced by TPL in 2022)
- Enhanced protection regarding harassment and human rights

4. Health and Safety

- Two staff in each branch at all times, and on each floor at Toronto Reference Library and North York Central Library
- Youth Hub staff not to be put in charge during Youth Hub hours
- Personal safety devices to be provided to staff who work regularly outside the library
- New paid post-violent incident leave of up to three days, for staff directly impacted by a violent workplace incident
- Enhanced protection against workplace violence
- Agreement on ongoing consultations between the parties on psychological health and safety

5. Other

- Introduction of new career and skill development programs for staff, and increased tuition reimbursement
- Introduction of new protections for staff in areas such as employee data privacy and Artificial Intelligence (AI)
- Parties agree to meet to discuss optimal staffing levels in branches
- Agreement not to introduce additional self-serve hours at any branch
- Increased clothing allowances