



Collective Bargaining Update – OPSEU Local 529

Item 14

December 1, 2022

Board of Directors

Report: TCHC:2022-88

To: Board of Directors (the “Board”)

From: Chief People and Culture Officer

Date: December 8, 2022

PURPOSE:

The purpose of this report is to provide the Board with the details of the successfully negotiated Memorandum of Settlement between Toronto Community Housing Corporation (“TCHC”) and OPSEU Local 529, and to seek ratification and approval of the Agreement by the Board.

RECOMMENDATIONS:

It is recommended that the Board:

1. Ratify and approve the Memorandum of Settlement between TCHC and OPSEU Local 529, which falls within the mandate approved by the Board of Directors, in order to effect a new Collective Agreement;
2. Authorize staff to make the necessary adjustments to the 2022 Operating Budget of the Divisions to reflect provisions of the Memorandum of Settlement;
3. Authorize the public release of the financial impact of the negotiated Memorandum of Agreement, contained in Confidential Attachment 1, if the Memorandum of Settlement is ratified and approved by Board, at the conclusion of the Meeting; and
4. Authorize the appropriate staff to take all necessary actions, including necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memorandum of Settlement,

and execute all necessary documents to implement the above recommendations.

BACKGROUND:

The Collective Agreement between the TCHC and OPSEU Local 529 expired on April 30, 2022. Notice to bargain with Local 529 was received on January 31, 2022. TCHC commenced negotiations with OPSEU Local 529 on August 30, 2022. OPSEU filed for Conciliation on October 11, 2022, however the parties continued with negotiations and a tentative agreement was reached on November 1, 2022. The parties had a total of nine (9) days of bargaining. Highlights of the Memorandum of Settlement are contained in Confidential Attachment 1. On November 3, 2022, following a vote by the union membership, the Agreement was ratified by OPSEU Local 529.

REASONS FOR RECOMMENDATIONS:

The terms of the agreement achieved by TCHC and OPSEU Local 529 fall within the mandate previously approved by the Board at its meeting of April 5, 2022. Through the negotiated agreement, TCHC:

- aligned its monetary outcomes to those achieved in the ratified renewal agreement between the City of Toronto (the “City”) TCEU Local 416, CUPE Local 79 and market competitors; and
- achieved agreement on non-monetary items that support operational needs while maintaining the interests of the labour/management relationship.

FINANCIAL IMPACT:

The financial impacts of this report are set in Confidential Attachment 1. Funding for retroactive payments has been confirmed in the 2022 Community Safety Unit budget, and TCHC has budgeted for the increased financial impact in the 2023 budget.

IMPLICATIONS AND RISK:

Failure to successfully ratify a collective agreement with the union could result in service disruptions to TCHC tenants, resulting in increased safety risks in TCHC communities. Lack of alignment with the City, TCEU Local 416 and CUPE Local 79 collective bargaining outcomes will result in differential treatment of staff and create animosity with labour partners. Inability to negotiate market competitive rates will contribute to high turnover and will negatively impact TCHC’s ability to retain and attract employees.

SIGNATURE:

“Barbara Shulman”

Barbara Shulman
Chief People and Culture Officer

ATTACHMENT:

Confidential Local 529 Bargaining Outcomes

Attachment 1:

Reason for This attachment deals with labour relations or employee
Confidential negotiations.

Attachment:

STAFF CONTACT:

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