



**For Action  
with Confidential Attachment**

## **TTC and CUPE Local 470 – Collective Agreement Ratification and Non-Union Compensation Adjustments**

**Date:** October 29, 2024  
**To:** TTC Board  
**From:** Chief People & Culture Officer

### **Reason for Confidential Information**

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This report is about labour relations or employee negotiations.

### **Summary**

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The Canadian Union of Public Employees, Local 470 (“CUPE, Local 470”) bargaining unit is comprised of approximately 130 employees. CUPE, Local 470 represents surface operations supervisors in the Transit Control department of the TTC.

This report will provide the TTC Board with details regarding the outcome of contract negotiations between the TTC and CUPE, Local 470 in arriving at a tentative agreement for a renewal collective bargaining agreement between these parties.

The tentative agreement was reached September 17, 2024.

This report will also provide recommendations regarding Cost of Living Adjustments for Non-Union Employees.

### **Recommendations**

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It is recommended that the TTC Board:

1. Adopt the recommendations as set out in the Confidential Attachment; and
2. Authorize that the confidential recommendations and confidential information respecting the Collective Agreement with CUPE Local 470 be released upon ratification of the tentative agreement by both the TTC and CUPE, Local 470, and that all other information remain confidential as it is subject to labour relations or employee negotiations.

## **Financial Summary**

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The financial details are contained within the confidential attachment.

The Chief Financial Officer has reviewed this report and agrees with the financial summary information.

## **Equity/Accessibility Matters**

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This agreement and resulting establishment of terms and conditions of employment are applied equitably to all employees who are represented by the bargaining unit of the subject Collective Agreement and does not have any identified impact on accessibility or equity matters.

## **Decision History**

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At the April 11, 2024 TTC Board meeting, the TTC Board adopted staff recommendations regarding a compensation strategy and philosophy consistent with that approved by City Council on July 19 and 20, 2023.

[Report: Non-Union Staff Compensation Review](#)

At the July 17, 2024 TTC Board Meeting, the TTC Board considered a report entitled [Collective Bargaining Update](#) and adopted staff recommendations with the commitment that staff would report to the TTC Board with the outcome of these negotiations.

## **Issue Background**

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The CUPE 470 collective agreement expired March 31, 2024. The parties reached a tentative agreement on September 17, 2024.

## **Comments**

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This agreement forms a renewal collective agreement between the TTC and CUPE 470.

Should this agreement be ratified by both parties, TTC staff will proceed to implement all items contained within the tentative agreement.

## **Contact**

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Matt Hopkins, Executive Director – People  
matt.hopkins@ttc.ca

## **Signature**

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Shakira Naraine  
Chief People & Culture Officer

## **Attachments**

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Confidential Attachment 1 – TTC and CUPE, Local 470 Collective Agreement  
Ratification and Non-Union Compensation Adjustments