



STAFF REPORT ACTION REQUIRED with Confidential Attachment

2018 Collective Bargaining Preparation

Date:	September 29, 2017
To:	Human Resources and Labour Relations Committee
From:	Chief Executive Officer
Reason for Confidential Information:	This report is about labour relations or employee negotiations.

Summary

The Collective Bargaining Agreements with the majority of TTC's labour unions expire on March 31, 2018. TTC has begun in depth preparation and will be bringing a recommended mandate for Committee approval in November 2017. This paper is meant to provide a preview of staff's progress on bargaining preparation and to walk the Committee through several considerations for their contemplation and discussion in advance of mandate recommendations.

Recommendations

It is recommended that the Human Resources and Labour Relations Committee:

1. Receive the information contained in the confidential attachment; and
2. Authorize that the information contained in the confidential attachment remain confidential in its entirety as it contains information pertaining to labour relations and employee negotiations.

Background

In 2014 the TTC negotiated four, four-year contracts with all of its bargaining units. This was the second round of bargaining in which the TTC was subject to essential services legislation and the first time a negotiated deal was reached under the current legislative regime.

Furthermore, the ATU Local 113 unionized the TTC's Customer Service Centre in August 2015. The parties were unable to reach a settlement and proceeded to interest arbitration. An award was released the summer of 2017.

It is anticipated that the TTC will be negotiating under an essential services model in 2018, though the Ministry of Labour is in the midst of a review of the *TTC Dispute Resolution Act*. A report will be brought to the full TTC Board on this review in October 2017. The act governing essential services at the TTC sets out that an arbitrator may take into account the following criteria when fashioning a collective agreement:

1. The employer's ability to pay in light of its fiscal situation.
2. The extent to which services may have to be reduced, in light of the decision or award, if current funding and taxation levels are not increased.
3. The economic situation in Ontario and the City of Toronto.
4. A comparison, as between the employees and other comparable employees in the public and private sectors, of the terms and conditions of employment and the nature of the work performed.
5. The employer's ability to attract and retain qualified employees.
6. The purposes of the Public Sector Dispute Resolution Act, 1997.

Financial Impact

There are no financial implications resulting from the adoption of this report.

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

Equity/Accessibility Matters

There are no accessibility or equity matters associated with this report.

Contact

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Attachments

Attachment 1 – Confidential – 2018 Collective Bargaining Preparation