



**For Action
with Confidential Attachment**

TTC and CUPE, Local 5089 – Collective Agreement Ratification

Date: January 25, 2024
To: TTC Board
From: Chief People Officer

Reason for Confidential Information

This report is about labour relations or employee negotiations.

Summary

Canadian Union of Public Employees (CUPE), Local 5089 is one of six TTC bargaining units, comprised of approximately 225 employees performing Fare Inspector, Special Constable and security guard duties at the TTC.

This report will provide the TTC Board with details regarding the outcome of contract negotiations between the TTC and CUPE, Local 5089 in arriving at a tentative agreement for a renewal collective bargaining agreement between these parties.

The tentative agreement was reached December 21, 2023.

Recommendations

It is recommended that the TTC Board:

1. Adopt the recommendations as set out in the confidential attachment; and
2. Authorize that the information set out in the confidential attachment be released upon the ratification of the tentative agreement by both the TTC and CUPE, Local 5089.

Financial Summary

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

The agreements and associated terms and conditions of employment are applied equitably to all non-union employees and there are no identified impacts on accessibility or equity matters. The TTC recognizes the importance of being fair, taking action, being responsive and reflecting the communities we serve. To do so, we acknowledge the history of systemic racism and bias and are committed to implementing targeted initiatives to create an organizational culture that is fair, equitable and inclusive, offers respect and dignity for all employees, and is free from all forms of harassment and discrimination through an Equity, Diversity, Inclusion and Accessibility framework.

Decision History

At the December 7, 2023, TTC Board Meeting, the TTC Board adopted staff recommendations with the commitment that staff would report to the TTC Board with the outcome of these negotiations.

Issue Background

The CUPE, Local 5089 collective agreement expired March 31, 2022. The parties reached a tentative agreement on December 21, 2023.

Comments

This agreement forms a renewal collective agreement between the TTC and CUPE, Local 5089.

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

Contact

Matt Hopkins, Executive Director – People
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Signature

Shakira Naraine
Chief People Officer

Attachments

Confidential Attachment 1 – TTC and CUPE, Local 5089 Collective Agreement Ratification