

# Fact Sheet

## WHO WE ARE



COTAPSA is the oldest and largest municipal organization in Canada existing solely to act on behalf of and provide a voice for all non-union employees at the City of Toronto.

As a leader and champion, COTAPSA meets regularly with City Officials: Councillors, City Manager, Deputy City Managers and Senior Officials. COTAPSA's staff and Board does extensive research, presenting issues and deputing on behalf of its members to various City Council Committees such as Employee and Labour Relations, Budget, and Executive to advocate for improvements to terms and conditions of employment. It constantly monitors City policy and practice to ensure equity and fairness and to provide advice when asked. It meets bi-monthly with City HR Directors to discuss issues of joint concern.

### Facts

- *Incorporated in 1967*
- *1998 voluntary membership imposed, mandatory pre amalgamation*
- *1998 during amalgamation lost MOU with City of Toronto*
- *2018 signed Relationship Protocol with the City of Toronto*
- *Represents all non-union management employees at the City (approximately 4,800)*
- *Led by a Board of 12 Directors, an Executive of 5 Officers and a staff of 3*
- *In the last 15 years, on behalf of our members, COTAPSA has prevented over 800 Human Relations and Labour Relations disputes.*

*What does this mean?* COTAPSA is the knowledgeable, recognized organization representing and interceding on behalf of employees in a respected, responsible manner. We listen to members, making every effort to have their concerns heard via surveys where we receive their input and report it back to the City, or petitions to advise members of situations impacting them and providing an opportunity for them to support important initiatives.

We believe that provincial and federal government needs to hear from their constituents and we represent their needs on this level but as important local government needs to hear from its employees who are at the front line and members of their stakeholder group.

COTAPSA supplies a platform for that voice and acts as a conduit for information and action