

Fact Sheet

FAIRNESS OF ACCESS TO REPRESENTATION FOR ALL NON UNION EMPLOYEES



Not all non-union management employees, working for Agency, Board and Commission groups funded by the City of Toronto directly or indirectly (i.e. Toronto Community Housing, Exhibition Place, Toronto Zoo, and Toronto Library) have access to and can be represented by COTAPSA.

Even though these employees are managers or perform other non-union work at the City of Toronto and are therefore eligible to join COTAPSA, we have an issue in that their Agency, Board or Commission has no relationship with COTAPSA and resultantly we cannot represent them in any Employee and/or Labour Relations issue or action. All other COTAPSA membership benefits are extended to them and some limited guidance on HR/LR issues is available. Many still join independently but it is unsettling that when it involves one to one representation COTAPSA's hands are unfairly tied.

We do have representational relationships with AOCC (Association of Community Centres) and TPH (Toronto Public Health).

The worst case in point as to the inequity of non-representation for non-union staff is the TCHC (Toronto Community Housing Corporation). Many of its 250+ non-union and management employees have been seeking representation by COTAPSA for years and COTAPSA has been actively reaching out to its senior leaders and Board but to no avail. To us this situation is unfair.

For over 50+ years COTAPSA has been an active representative and advocate for non-union employees working at or for the City of Toronto. We have established a respectful, responsible rapport with the City, and resultantly have a Relationship Protocol with the City which outlines the action and input between the two entities as it pertains to Employee and/or Labour Relations representation.

Our aim remains to work with all parties -- for the best outcome for all involved.

We firmly believe:

- All non-union and management employees have a right to representation by COTAPSA and that any situation where this representation is blocked is unfair and unethical.
- Toronto City Council has, within its power as a funder, the capacity to direct those employers (i.e. TCHC, Exhibition Place, Toronto Zoo, Toronto Library) to develop a working relationship with COTAPSA so that those non-union and management employees who wish to join and when necessary be represented by COTAPSA -- can
- If an employee wishes to join they should be able to do so without fear of retaliation