



THE BENEFITS OF COTAPSA'S STRONG, RESPECTFUL PARTNERSHIP WITH THE CITY OF TORONTO

Objective: Through the establishment of a Relationship Protocol in 2017, COTAPSA has a formal relationship with the City of Toronto. It now seeks the authority to represent all non-union employees working for the City of Toronto

About COTAPSA

- COTAPSA is the unified voice representing and protecting the interests and rights of 4,000+ non-union and management employees of the City of Toronto
- Founded in 1968, it is the oldest and largest municipal management association in Canada
- The association is solely funded through voluntary contributions by non-unionized employees, but represents the interests of all non-unionized employees regardless of membership

How COTAPSA Provides Value to the City of Toronto

- We provide a single point of contact between the City and our members
 - The City regularly asks COTAPSA for help in reaching its members
 - Our work eases change management issues and increases the receptivity of the City's message
 - Examples of this include our support during labour disputes, and the sharing and promotion of City materials, and alternately the City's input into our surveys to acquire information on items such as Benefits, and Performance Planning issues
- Prevents disputes and avoidable expenses
 - In the last 18 years COTAPSA has prevented more than 800 formal disputes and countless inquiries, saving the city significant litigation costs
- Increases staff retention and job performance
 - Through COTAPSA, non-unionized employees gain equitable representation with the City
 - When non-unionized members are treated fairly, the City is more likely to attract and retain talent, thereby positioning it as a model employer

Why is it essential for COTAPSA to be a Partner with the City?

- *Employee groups such as TCHC who are funded through the City are by extension City employees. Non-union employees in some of those groups are blocked from accessing HR/LR representation through COTAPSA as the particular entity (i.e. TCHC) does not want to work with or recognize us – thus excluding those employees from equality as a City employee. To save the City and its constituent's time and money spent on HR/LR issues we are asking for the City to review this situation and allow the equitable choice for any and all non-union employee in all areas to have equal representation.*
- *The City through PPEB is responsible for the management of OMERS. Over the years COTAPSA has been vocal as to concerns regarding: 1) the pensions overall administration, and 2) that all nonunion employees across Ontario have no representation on the OMERS Board and therefore no input as to decisions regarding their pension.*