



# BULLETIN

## COTAPSA WORKING FOR YOU-

### A SALARY ADJUSTMENT WIN FOR RETIRING EMPLOYEES!

In 2022 Toronto City Council approved a one per cent (1%) Cost-of-Living Adjustment (COLA) and 2.5% salary adjustment for all non-union and management employees **retroactive to January 1, 2022**. These adjustments were paid out on the April 28 pay statement.

In May of 2022, the City made the decision that those employees who had provided their resignation or notice of retirement before April 19, 2022 were **ineligible** for the COLA and the salary adjustments. As these employees had already been paid out these adjustments, the City indicated that they would be recovering these funds from employee's prearranged SPG (Sick Pay Gratuity) payout and advised others who did not have SPG to pay the money back.

COTAPSA believed this was wrong and following months of discussions with City and no successful resolution to the matter, COTAPSA filed a complaint under the Employment Standards Act (ESA) claiming that any employee actively working, on vacation or retired after January 1, 2022 should be eligible for the COLA and salary adjustment. In early 2023, COTAPSA was advised that its claim was justified and on March 3, 2023, the City's position was reversed and both the COLA and salary adjustment were applied to all previously ineligible non-union employees who retired between January 1, 2022 and April 19, 2022.

The salary adjustment win for retiring employees is just one example of the hard work COTAPSA performs on behalf of its Members. **Our negotiating power grows with each new Member.** In an effort to encourage new members, COTAPSA is offering an **Amnesty Program** for employees who join **before May 1, 2023**. The Program eliminates the requirement to pay back dues should a City employee join COTAPSA and require our support within the first six months of becoming a member. Details on how to become a COTAPSA Member can be found here. We have attached the original Bulletin on the Amnesty Program into this email for your information.

Should you have any questions or require further information, please contact COTAPSA at [cotapsa@toronto.ca](mailto:cotapsa@toronto.ca)