

April 24, 2025

Mayor Olivia Chow,
100 Queen Street West, 2nd Floor
Toronto, ON M5H 2N2



Sent via E-Mail: mayor_chow@toronto.ca

CC: City Manager, Paul Johnson (paul.r.johnson@toronto.ca)

RE: COTAPSA requests meeting with Mayor and City Manager to Seek Clarity on Recently Announced Non-Union COLA

COTAPSA is writing on behalf of the nearly 7,000 non-union employees to express wide-spread disappointment with the City's decision respecting 2025 Cost of Living Adjustment (COLA).

Once again, the non-union COLA is far below the Consumer Price Index (CPI) and far below the COLA provided to Councillors and our union colleagues.

Year	CPI	Councillors	L79	L416	Non-union
2020	0.7	0	1.0	1.0	0
2021	3.4	0	1.0	1.0	0
2022	6.8	2.85	1.0	1.0	1.0
2023	3.9	6.51	1.5 (+.25 July 1)	1.5 (+.25 July 1)	1.5 (+.25 on July 1)
2024	2.4	4.23	1.75	1.75	1.75
2025	2.81	2.81	3.95	3.95	2.5
TOTAL	20.0	16.4	10.45	10.45	7.0

Our members fully expected the City to approve COLA rates as directed by Council at its meeting of February 17, 2022.

EX 30.2 – adopted by Council February 17, 2022

150. City Council direct that, commencing in 2022, cost of living adjustments for non-union and management employees be reinstated and set at a rate commensurate with the Local 79 and Local 416 cost of living adjustments (1 percent in 2022), or at the average rate thereof if the two cost of living adjustments are not same in a future year.

While this direction failed to redress the years of disparity between non-union and union COLA (0% in 2020 and 2021), COTAPSA believed this to be a fair and reasonable direction moving forward.

Unfortunately, Toronto City Council changed course from this direction at its meeting of February 11, 2025, and delegated decision-making to the City Manager and introduced new considerations which clearly provided more discretion to award a lower COLA for non-union staff.

CC 27.1 – adopted by Council on February 11, 2025

24. City Council direct the City Manager to establish the cost-of-living adjustment rate for non-union and management employees following the ratification of the collective bargaining agreements for CUPE Local 416 and CUPE Local 79, that takes into consideration the recently approved collective agreements with the City's unions; the previous year's average increase to Toronto's consumer price index (CPI); and the overall economic environment.

We are seeking clarity as to why Council changed its direction. We can only surmise that, like in 2020 and 2021, non-union employees are being asked to bear the financial burden of the City's budgetary constraints. This is simply not fair!

The impact of recent COLA decisions for non-union employees and the City are significant.

First, earnings have not kept up with the inflation rate, leaving non-union employees with 13% less in terms of real wages.

Second, continued wage compression between union and non-union employees. Quite often managers and supervisors are making the same or less than the people they manage.

Lastly, non-union employees are frustrated and feel they are not appreciated. This will make it more difficult for the City to achieve its public service objectives as some current employees will seek employment elsewhere and it will be more difficult to attract new employees.

The City's nearly 7,000 non-union employees are on the front lines in terms of achieving Council's service priorities and are always willing to step up when asked to address challenges, as they did during the COVID crisis and during periods of a labour disruption. While the dedicated and hard-working non-union employees of the City will continue to provide the highest level of service in keeping with the Toronto Public Service values, this latest COLA decision has left widespread bitterness amongst the City's non-union employees.

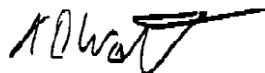
COTAPSA's President and Executive Director request a meeting with you and the City Manager to clarify the justification of the COLA decision and, ideally, plan a way forward to best address long-standing wage concerns. If you are agreeable to meet, our Executive Assistant, Jenna Asongwed, will reach out to your offices to schedule a convenient time.

Thank you for considering our request.

Sincerely,



Mike Major
Executive Director



Andrew Waters
President