

BULLETIN

Changes to Hybrid Work Policy and Health & Dental Benefits

Changes to Hybrid Work Policy

On Friday, October 17, 2025, the City Manager announced that the Remote Work Policy will be updated effective January 1, 2026. Eligible employees will be required to work three days in the office each week, an increase from the current requirement of two to three days per week. In addition, the Senior Leadership Team and Division Heads will be required to be in-office four days per week. Divisions have also been asked that the scheduling of staff covers the entire work week and takes into consideration the number of available workstations and meeting spaces for employees (e.g. not everyone can come in Tuesday, Wednesday and Thursday).

COTAPSA communicated with the City several times on this issue, including through a [letter](#) highlighting the benefits of the existing policy to both the employer and employees and the office space issues associated with a full return to work policy. We initiated these conversations in consideration of the return-to-work mandates (five days per week in office) implemented by the Provincial Government and other Ontario municipalities.

COTAPSA recognizes that the changes to the policy represent the best possible outcome, and that the three days per week mandate is a small, equitable change, given that most employees who can work from home are already in office at least three days per week. It is also consistent with what other municipalities are implementing.

In addition, COTAPSA consulted with our lawyer, and we were advised that the City is within its rights to amend the policy as it sees fit. Specifically, the existing policy provides the following statements:

“This Policy and the Hybrid Work Program will be monitored for compliance and periodically reviewed and updated as circumstances require or the City in its sole discretion deems appropriate.”

“Remote or hybrid work is an employee privilege, not an employee right or entitlement or a term and condition of employment and may be denied or revoked by the City or by an employee’s people leader, at their sole discretion.”

COTAPSA will, however, be asking the City to extend the January 1, 2026, implementation date to allow employees more time to make personal arrangements and the City more time to prepare the workplace environment for more people in the office.

COTAPSA will monitor the changes to the policy to ensure it is implemented fairly and consistently to all eligible Members. Accommodation requests will continue to be considered and processed in the usual manner.

Non-union Health Benefits

City Council recently approved changes to Health Plan Benefits for non-union employees. The changes are beneficial to members as there is an increase to vision care, mental health services, gender affirming care, family building benefit, and paramedical services. Non-union benefits coverage remain equal to or greater than those provided to unionized employees.

Previously, paramedical services provided by chiropractors, chiropodists/podiatrists, registered massage therapists (RMTs), osteopaths, and speech-language pathologists were each covered up to a maximum of \$500 per person per year, up to a combined annual maximum of \$2,500. Physiotherapy was covered separately, up to \$2,000 per person per year. Under the new plan, physiotherapy has been combined with the paramedical services listed above. However, there is no longer a \$500 limit per individual practitioner, but instead a shared annual maximum of \$2,500 for physiotherapy and paramedical services. Acupuncture and naturopathy have also been added as eligible paramedical services.

COTAPSA believes that these changes are beneficial to employees as overall benefits have increased and are in many cases better than those offered to unionized staff. Many members will also benefit from the flexibility and increases to individual paramedical practitioners.

Please see *Appendix I* below for a summary of the health benefit plan changes.

To view the full changes and effective dates, please see attached link:

<https://www.toronto.ca/legdocs/mmis/2025/ex/bgrd/backgroundfile-258561.pdf>

Should you have any questions and/or concerns please contact COTAPSA at cotapsa@toronto.ca or (647) 519-5115.

SUMMARY OF HEALTH PLAN CHANGES

Vision Care:

Corrective lenses Increased from \$475/2years to \$500/2years

Eye Exam Increased from \$80 to \$100

Note: *This is equal to the benefit received by both Local 79 and Local 416*

Gender Affirming Care and Family Building benefit:

Family Building Benefit \$10,000 maximum per lifetime

Gender Affirming Care \$10,000 maximum per lifetime

Note: *This is equal to the benefit received by both Local 79 and Local 416*

Mental Health Services (Psychologist, Psychotherapist, Master of Social Work):

Increased from \$1000/year to \$1500/year

Note: *This is greater than both unions (\$1000 per year)*

Paramedical Services and Physiotherapy

Previously, services provided by chiropractors, chiropodists/podiatrists, registered massage therapists (RMTs), osteopaths, and speech-language pathologists were each covered up to a maximum of \$500 per year, for a combined annual maximum of \$2,500. Physiotherapy was covered separately, up to \$2,000 per year.

Under the new plan, physiotherapy has been combined with the paramedical services listed above. There is no longer an individual limit per practitioner, but instead a shared annual maximum of \$2,500 across all combined services. **Acupuncture** and **naturopathy** have also been added as eligible paramedical services.

Note: *Local 79 and Local 416 maintain their \$2000 per year standalone physiotherapy benefit, however, acupuncturists and naturopathy have not been added to their list of eligible paramedical practitioners. Further, they are only able to double up on one paramedical benefit for a maximum coverage of \$900 per year.*