

BULLETIN

COTAPSA Working For You Shift Bonus Rate Increase

COTAPSA meets regularly with People & Equity staff regarding Members' terms and conditions of employment and to discuss City policies and practices.

Recent discussions focused on the [Shift Bonus Policy](#), to which there has been no change since 2011. According to the Policy, Shift Bonus is “an amount paid in addition to an employee’s standard hourly rate to compensate employees who work other than regular daytime hours”. It is “paid for hours of work performed that are not compensated by other types of premium or bonus pay, such as overtime, standby or call-in pay”.

COTAPSA is pleased to advise Members that we have secured a Shift Bonus rate increase, with retroactive payments to take effect immediately.

The rate adjustment will be implemented to align with what was negotiated through the City’s collective agreements. Eligible employees will receive retroactive payments to January 1, 2025, with corresponding adjustments expected to be included on the November 6, 2025 pay.

COTAPSA continues to monitor City policies and practices to ensure fairness and equity for our Members.

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