



BULLETIN

COTAPSA AWAITING RESPONSE REGARDING NON-UNION COST-OF-LIVING ADJUSTMENT (COLA)

We have received a few inquiries from Members regarding the 2026 Cost-of-Living Adjustment for non-union employees.

At its meeting on February 11, 2025, Toronto City Council adopted the following motion:

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.

Through this Council direction, the City Manager has delegated authority to establish the non-union COLA rate moving forward. The City Manager, with the support of People & Equity, are currently in the process of determining the 2026 non-union COLA rate.

COTAPSA will update all members once we have been advised by the City on the outcome of these discussions, which we hope will happen within the next month.

Contact the COTAPSA office by phone at (647) 519-5115 or by email cotapsa@toronto.ca