

BULLETIN

UPDATE ON NON-UNION COST- OF-LIVING (COLA) ADJUSTMENT

At its meeting in February 2025, City Council delegated authority to the City Manager for determining the annual non-union Cost-of-Living (COLA) adjustment and, that when making the determination, consideration be given to: existing collective bargaining agreements with City unions; the previous year's average increase to Toronto's consumer price index (CPI); and the current overall economic environment.

Despite COTAPSA's submission to Budget Committee and Councillors, and frequent discussions with the City Manager and Chief Financial Officer, we have been advised that the 2026 COLA for non-union employees will be 1%. The impact of consistently lower COLA for non-union employees has been highlighted in previous correspondence to the City (<https://cotapsa.ca/resources/>).

Once again, the non-union COLA is far below the Consumer Price Index (CPI) and significantly less than COLA approved by surrounding municipalities for their non-union employees. It is also significantly less than the 2026 COLA approved for Councillors and union employees (2.5% and 3.9% respectively). It is **unfair** and **inequitable** that the City consistently ask non-union employees to bear the burden of the City's financial issues.

This is both discouraging and disheartening for the City's nearly 7,000 non-union employees who are responsible for meeting City priorities and leading in the delivery of services that Toronto residents and businesses deserve.

COTAPSA recognizes the impact this decision will have on non-union employees, particularly at a time of rising living costs, an increased workload due to the hiring freeze, and the typical stresses associated with delivering services in a large, complex municipality.

Our options are limited by the fact that non-union employees have no collective bargaining rights and cannot withdraw their services, as union employees can, through strike mandates; however, we will be writing to the City and Councillors to express our concerns. COTAPSA is also considering other options at its disposal and will keep members up-to-date on possible further action.

If you are a non-union employee and are not yet a Member of COTAPSA, we encourage you to [JOIN NOW!](#) With every additional member, our voice for fair treatment grows stronger. Together, we can be heard!