



May 8, 2026

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: 2026 Non-Union Cost-of-Living (COLA) Adjustment

Further to our letter of March 16, 2026, COTAPSA is requesting a meeting to discuss the non-union COLA decision. We have yet to hear back from your office with options for meeting dates. We are willing to establish a date and time that best meets your schedule.

The City's non-union staff work hard to advance City priorities and to provide services to residents across Toronto. They deserve to have their concerns addressed and questions answered regarding how the 1% COLA decision was made.

I am sure you would agree that constructive dialogue and engagement can only result in a better understanding of concerns and better outcomes in the future. We feel this would be a good step forward in advancing the recent Relationship Protocol agreement COTAPSA signed with the City.

COTAPSA respectfully requests a meeting between our President and Executive Director, yourself, the City Manager and Chief Financial Officer to discuss meaningful approaches to future non-union compensation.

Sincerely,

Mike Major
Executive Director