



**COTAPSA**

ADVISE  
ADVOCATE  
ACT

*The City of Toronto  
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Over the past few years, COTAPSA has been faced with and has had to overcome many challenges. Former Mayor David Miller and some Councillors did not recognize the hard work, dedication and commitment of the non union management staff. Even at a time when we kept the City safe, clean, and functioning during a labour disruption.

Our recent wins of the Employment Standards Act Complaint for the 2008 re-earnable performance pay and the 2.25% COLA for 2011 not only showed that COTAPSA is working hard for members but strengthened our existence and purpose.

COTAPSA would like to share with you some of the numerous testimonials we recently received and would like to thank our dedicated Members for standing by us and believing in COTAPSA. We face new challenges every day but COTAPSA will continue to work hard and advocate on our Members behalf to ensure that you are treated fairly and equitably.

## **TESTIMONIALS**

FANTASTIC! Thank-you to all the COTAPSA staff, and congratulations on this win!!

Thank you for this. It is truly appreciated and I know that it was COTAPSA Staff who worked hard to achieve this for us. Also, thank you for being professional in presenting this information to us. I can only imagine what a struggle it is when others try to take credit for the hard work you have done on our behalf.

Thanks very much. This is really great news. I'm grateful to the COTAPSA Board, Richard, Staff and the excellent legal firm who worked very diligently on our behalf to get this performance pay for all of us. Getting that little bit extra for COTAPSA Members for launching the appeal is also really appreciated. I think there should be no doubt about COTAPSA's valuable contribution as our professional management organization. It really supports us when the going gets tough. I hope you'll get a flurry of new memberships as a result of this victory.

Congratulations to all of us who are affected and to COTAPSA for your hard work!

Excellent. Congratulations on a job well done. I had total faith.

Thank you for all your help!

Thank you COTAPSA – this is very much appreciated. I have never regretted becoming a Member.

Thank you – excellent work!

Thank you so much for all that you have done representing us!

Sports report.....COTAPSA wins again!!!! COTAPSA now lead the finals 2-0.....a couple more wins and we get the Cup (and they get to go home)!

Please thank the Executive for me. Although I retired on May 1, 2010, they continue to represent me and other retirees on this issue and I very much appreciate it.

Thank you! I'm excited about the great news and appreciate all your efforts. Great job!

My thanks and congratulations to all of you that worked so hard on this matter.

Excellent work once again!

Thank you for all the hard work COTAPSA! I know that we are right and this will come through.

I just wanted to thank everyone involved and congratulate them on their success!

Great news! Your diligence in pursuing this matter is greatly appreciated.

Thank you for this very good news and congratulations to you! The last hurdle has been passed!

Thank you for your continued hard work and attention to our cause.

JOB WELL DONE, both at fighting the good fight and also with keeping us informed.

Thank you guys very much. Now I can retire peacefully.

Well done COTAPSA!!!! And, thank you!

Great news! Thanks for working on our behalf

Congratulations! Well deserved success for COTAPSA.

This is FANTASTIC news! Thanks for your dedicated perseverance!

Yes!!!!!!! Way to go COTAPSA!!!! Boy.....thanks!

To the Executive and Staff, please accept my thanks for a job well done, it took some time but it was worth it.

That is great! I really do not like that those who are not members and don't pay dues end up with the same increase, although the \$270 helps a bit. Thanks!

I have been a Member of COTAPSA since amalgamation and I just want to say thanks for the hard work done by the organization with regards to the employment standards complaint. I was not sure how successful it would be and I was pleasantly surprised at the final outcome. Please pass this on to all those involved and on the Board.

Just wanted to drop you a note expressing my appreciation to the work that you and staff at COTAPSA have done....not just on this issue but on many others as well.

Congratulations on a successful challenge re: the re-earnable bonus.

I am very happy about the recent award by the Labour Board for payment of the 2008 re-earnable performance pay and I commend you all!!!!

Thanks for the update. Good to know that you're doing an excellent job representing us.

Congratulations on winning your appeal against the City withholding bonus pay from its managers. I was employed by the City of Toronto as Manager of Business Marketing and a member of COTAPSA until May, 2010. Although initially advised that I should continue to pay COTAPSA dues following my departure from the City to maintain my stake in any decision that was awarded, I was subsequently advised by COTAPSA that this was not the case and that I would be included in the decision for the period of my employment.

Thank you very much for your advocacy on our part!

Awesome! Thanks for working on our behalf!

Fantastic work, looking forward to how this translates into 2009, 2010 and 2011 pay rates – a complicated compounding arithmetic exercise.

Good job COTAPSA for fighting so hard for us and winning yet again!!!

Thank you! I am a believer in COTAPSA and have shared my opinion and conviction with my peers.

I hope this bulletin went out to every professional in the service – member or not – so the non-members will realize that COTAPSA is The Association to belong to...imagine the gall of TMP claiming credit.

I would like to express my appreciation for your efforts on my behalf and congratulate you on this victory for all of us.

Congratulations – Good Work – Thank you!

I would like to thank COTAPSA and its Board for their hard work with respect to this matter. Congratulations on winning this Complaint (which I'm sure many of us may have already forgotten about). Regardless as to what the other organization says, as a Member, I am fully aware that it was COTAPSA that acted on my behalf. The only disappointing issue is that non-COTAPSA members and those other 20 employees that defected to the other organization will also reap the benefits of this ruling.

Thanks for all your efforts. It is unfortunate that non members do not see the difference COTAPSA makes.

I would like to thank COTAPSA for a job/fight well done on behalf of all employees, including retirees.

This is great news!

Nice job COTAPSA. Thank you for the quality work you consistently provide in representing us.

Thank you and God bless COTAPSA!

I just wanted to extend my sincere many thanks for all the hard work that COTAPSA has done in this matter. As a result of COTAPSA's efforts, its eligible Members have once again benefited.

Yeah! Way to go COTAPSA!

Congratulations on the decision. I certainly appreciate the efforts that COTAPSA made which resulted in this ESA decision. Well done and thank you!

Thank you for working on our behalf to receive this. It would have never happened otherwise.

We all should thank you for your good effort and concern. May you proceed with the good work for the benefit of your Members. Also, I hope the others who benefit from our case without being members get encouraged now and join us.

Many thanks to COTAPSA for all your efforts in following through with this claim and fighting strongly for its members. Perhaps this is the catalyst to strengthen the membership.

I simply had to write and let you know how impressed I am. To tell you the truth, I don't like to count my chickens before they're hatched and I really was quite sceptical about any of us ever seeing a penny (in this millennium anyway). I am very happy to stand corrected and I thank you sincerely for your efforts on our behalf.

I would like to thank all of you for the hard work you have done with regards to the ESA Complaint. I have received my retro pay and I thank you again for securing the next payment.

COTAPSA's the best!