



COTAPSA
ADVISE
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ACT

*The City of Toronto
Administrative, Professional,
Supervisory Association Inc.*

77 Elizabeth Street, 3rd Floor
Toronto Ontario M5G 1P4
e cotapsatoronto.ca
t 416.392.7543
f 416.392.1379

BULLETIN

COTAPSA Wins 2008 Re-Earnable Performance Pay for Non-Union Employees

COTAPSA is pleased to advise you that, City Council, at its meeting of May 19th, adopted a Report recommending that the City pay eligible non-union employees their 2008 re-earnable performance pay.

In addition, City Council also adopted a recommendation that the City pay an additional one time settlement amount of \$270.00 for eligible COTAPSA members.

On October 2009, COTAPSA, on behalf of our Members, originated a claim against the City of Toronto for “unpaid wages” with the Ministry of Labour.

COTAPSA initiated this Complaint, provided the leadership, managed the process and argued the merits by submitting three briefs in support of the Complaint and the entitlement for our eligible Members.

COTAPSA has worked diligently with the Employment Standard Officer to determine the amount of the re-earnable amount owing to you.

COTAPSA also entered into discussions with the City regarding a one time settlement amount for eligible COTAPSA members. These discussions set the parameters and limits for any settlement amount.

COTAPSA is extremely pleased with City Council’s decision. This settlement goes a long way toward ensuring our hardworking members are treated with the fairness and equity they deserve.

As a first step, COTAPSA will arrange for the City to begin paying out the re-earnable amount to the eligible non-union employees listed in the Order through the City’s payroll system. The payout timeline of the basic Order will be determined by the Employment Standards Officer in consultation with COTAPSA and the City.

Once this has been done, COTAPSA will work with the City to implement the other remaining payouts regarding the one time settlement amount reached between COTAPSA and the City.

Since COTAPSA originated the Complaint, our request to the Ministry was to limit any decision strictly to eligible COTAPA Members. The Employment Standards Officer expanded his decision to include all non union employees who qualify for the 2008 re-earnable Performance Pay.

COTAPSA would like to remind our Members that when you are talking to non members and they are rejoicing at this victory, remind them that they would not be receiving this if it wasn't for COTAPSA's initiative, hard work, and financial support.

As the only Association formally recognized as the representative for the non union employees, there are many advantages of being a member of COTAPSA. COTAPSA will continue to work hard to ensure that the non union employees of the City of Toronto are treated fairly and equitably.