



Gage Haubrich <gage@secondstreet.org>

FOI Request 2020-0238

4 messages

Rita Najm <Rita.Najm@mississauga.ca>
To: "gage@secondstreet.org" <gage@secondstreet.org>
Cc: Paul Wan <Paul.Wan@mississauga.ca>

Fri, Jun 12, 2020 at 11:23 AM

Dear Gage,

I hope this email finds you well.

Attached is our decision letter with respect to your FOI request 2020-0238. Please feel free to contact me should you have any questions.

Stay safe and healthy.

Best regards,

Rita Najm

Access & Privacy Officer

T 905-615-3200 ext. 5181 | F 905-615-4181

rita.najm@mississauga.ca

[City of Mississauga](#) | Corporate Services Department,

Legislative Services Division



 **2020-0238 Decision-signed.pdf**
257K

Gage Haubrich <gage@secondstreet.org>
To: Rita Najm <Rita.Najm@mississauga.ca>

Fri, Jun 12, 2020 at 11:26 AM

Hi,

Thank you for the response.

So just to confirm, this means that to the HR department's knowledge, there have been no pay cuts in the city of Mississauga?

Thank you.

[Quoted text hidden]

--

Gage

Rita Najm <Rita.Najm@mississauga.ca>
To: Gage Haubrich <gage@secondstreet.org>

Fri, Jun 12, 2020 at 11:37 AM

Hello Gage,

HR has confirmed that they have no record with respect to part 1 of your request as the City has not negotiated a pay reduction with a bargaining unit.

Thank you,

[Quoted text hidden]

Gage Haubrich <gage@secondstreet.org>
To: Rita Najm <Rita.Najm@mississauga.ca>

Fri, Jun 12, 2020 at 11:39 AM

Thank you for the clarification.

[Quoted text hidden]

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Gage

[REDACTED]

June 12, 2020

Re: **FOI Request 2020-0238**
Decision Letter

Dear Mr. Haubrich,

I am writing in response to your request under the *Municipal Freedom of Information and Protection of Privacy Act* (the *Act*) for access to the following records:

1. Please provide documentation on the last time the city negotiated a pay reduction (or if one was decided by an arbitrator) with each of its unions and bargaining units (reduction to wages and salaries, not reductions to benefits, overtime pay, etc). A summary note is preferable - for example:

Firefighters Union, 2010, 1% reduction
Police Union, 2010, 1% reduction
Transit Union, 2008, 1.5% reduction
CUPE, 2011, 1% reduction

2. Further, many cities often track negotiated settlements over time in a spreadsheet, noting the negotiated increase/decrease for each union year. If one is available, please provide the most recent table.

A search was conducted for Human Resources files for records responsive to your request. This decision reflects the results of the search.

Decision

Part 1 – Human Resources staff has confirmed that there are no responsive records under the custody or control of the City.

Part 2 – Human Resources staff has provided the following information with respect to negotiated settlements:

Union Settlements

ATU (Transit): Year 2019 – 2% ; Year 2020 – 2% ; Year 2021 – 2% ; Year 2022 – 2%

UFCW (Call Centre): Year 2019 – 1.75% ; Year 2020 - 1.75% ; Year 2021 – 1.75% ; Year 2022 – 1.75%

IAMAW (F&PM): Year 2019 – 1.5% ; Year 2020 – 1.5% ; Year 2021 – 1.5% ; Year 2022 – 1.7%

Fire: Year 2018 – 2% ; Year 2019 – 1.96% ; Year 2020 – 1.95% ; Year 2021 – 1.96% ; Year 2022 – 1.8% ; Year 2023 – 1.75%

Right to appeal our decision

You may ask for a review of this decision within 30 days of receiving this letter by contacting: The Registrar, Information and Privacy Commissioner/Ontario, 2 Bloor Street East, Suite 1400, Toronto, Ontario, M4W 1A8, telephone: 416-326-3333, or toll- free 1-800-387-0073.

If you choose to appeal, please provide the Commissioner with the following:

- the request number assigned to your request;
- a copy of this decision letter;
- a copy of your original request;
- the appeal fee for general records of \$25, payable by cheque or money order to the Minister of Finance.

For more information, you may wish to visit the IPC's website: www.ipc.on.ca

Should you have any questions related to this access request, please contact Ms. Rita Najm, Access and Privacy Officer at 905-615-3200 ext. 5181 or at rita.najm@mississauga.ca.

Sincerely,

A handwritten signature in black ink that reads "S. Smith". The signature is written in a cursive, flowing style.

Sacha Smith

Manager, Legislative Services/Deputy Clerk