

BULLETIN

COTAPSA WORKING FOR YOU! BUDGET COMMITTEE SUBMISSION FOR NON-UNION COST-OF-LIVING ADJUSTMENT (COLA)

COTAPSA continues to advocate for a non-union Cost-of-Living-Adjustment (COLA) equal to what was negotiated for unionized employees.

In our budget submission (see attached document), COTAPSA highlighted the following:

- the ongoing discrepancy between the approved union, Councillor, and non-union COLA;
- the demonstrated impact on employee wages through the approval of a COLA below the actual rate of inflation;
- the City's misguided conflating of Pay-for-Performance with COLA as a justification for a lower COLA adjustment; and
- the negative impact on employee morale and the City's inability to achieve its objectives of retaining existing and attracting new employees in non-union positions as a result of an insufficient COLA adjustment.

We will also be addressing these and other concerns at an upcoming meeting with the City Manager, Chief Financial Officer and Chief People Officer.

The Budget Submission can be found here: <https://cotapsa.ca/resources/...>
“2026_02 COTAPSA Budget Submission”

Contact the COTAPSA office by phone at (647) 519-5115 or by email cotapsa@toronto.ca