

June 14, 2021

Re: **FOI Request 2021-0345**  
**Decision Letter**

Dear 

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:

Part 1: Please provide documentation on pay reductions for staff (including ones decided by an arbitrator/through negotiation) since May 1, 2020 and any estimates on the savings to government from those reductions. Please note pay reductions to wages and salaries, not reductions to benefits, overtime pay, etc. A summary note is preferable - for example:

Fire Union, 1 % reduction  
Police union, 1 % reduction  
Transit union, 1.5% reduction  
CUPE, 1% reduction

Part 2: Further, please provide any briefing notes or memos that were created between August 1, 2020 and September 30, 2020 that were related to pay reductions.

Time period: May 1, 2020 to present

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 provided the following information with respect to pay reductions:

I can confirm we have had pay reductions to two positions in the Library, CUPE Local 1989 in the time period noted in the request. The downgrade was a result of a Job Evaluation (JE) exercise, compliant with Pay Equity legislation.

CUPE 1989 (Library) – Effective Feb 18, 2020 and reached through negotiations on March 8, 2021:

- a. LA2 downward reclassified
- b. Senior page downward reclassified

In both cases, red circling was provided to the incumbent employees until March 31, 2023. There are no immediate cost savings but future costs are avoided as these employees will not be entitled to increases until their salary aligns with the new pay band.

Given the employees were red circled, there is no immediate pay reduction. There are future costs that are avoided as the employees won't move through the range but no immediate reductions

**Part 2** – Human Resources staff has provided Appendix A of a Memorandum of Understanding from February 18, 2020 (2 pages).

### **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](http://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](mailto:rita.najm@mississauga.ca).

Sincerely,



Sacha Smith

Manager, Legislative Services/Deputy Clerk

Appendix A will be amended to address matters of job evaluation. These changes include:

Grade	Job Classifications
LY	<ul style="list-style-type: none"> <li>· Library Assistant 2, PT- CNT (Downward reclassified)</li> <li>· Page – PT</li> <li>· Senior Page – PT (Downward reclassified)</li> </ul>
1	
2	<ul style="list-style-type: none"> <li>· Processing Clerk</li> </ul>
3	<ul style="list-style-type: none"> <li>· Courier\Receiver</li> <li>· Data Services Clerk</li> <li>· Interlibrary Loan Assistant</li> <li>· Materials Handling Clerk/Courier</li> <li>· Library Assistant 3, Children’s- PT</li> <li>· Library Assistant 3, Circulation</li> <li>· Library Assistant 3, Reader’s Den</li> <li>· Library Assistant 3A, Branch</li> <li>· Library Assistant 3B, Branch</li> <li>· Library Assistant 3C</li> </ul>
4	<ul style="list-style-type: none"> <li>· Cataloguer</li> <li>· Library Assistant 4, Branch</li> <li>· Library Assistant 4, Circulation</li> <li>· Library Assistant 4, Children’s</li> <li>· Library Assistant 4, Reader’s Den</li> <li>· Library Assistant 4, Subject Department</li> </ul>
5	<ul style="list-style-type: none"> <li>· Library Assistant 5, Branch</li> <li>· Library Assistant 5, Circulation</li> <li>· Librarian</li> <li>· Selector</li> <li>· Supervisor, Acquisitions</li> <li>· Supervisor, Support Services</li> </ul>
6	<ul style="list-style-type: none"> <li>· Senior Librarian</li> <li>· Program Coordinators</li> </ul>

Schedule “A” and Schedule “B” will be amended to reflect job rates and increases.

Effective February 18, 2020, the Corporation agrees employees whose classifications have been reclassified upward shall receive wage adjustments consistent with the higher classification.

Effective February 18, 2020 for the term of this agreement the Corporation agrees to provide red circling protection to active employees whose classifications have been reclassified downward. The employee's salary shall remain at the rate they held on February 18, 2020 until such time as their wage aligns with the maximum of their new grade. For clarity, they will not be eligible for any other increases, however, a one-time lump sum of retroactive pay will be approved from April 1, 2019- February 18, 2020.

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

Mon, Aug 9, 2021 at 12:18 PM

Hello Gage,

I have followed up with HR and will get back to you shortly.

[Quoted text hidden]

Gage Haubrich

Research Associate

SecondStreet.org

Phone | 306.750.8757 [\_\_\_\_\_]

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**Cory Crabtree** <Cory.Crabtree@mississauga.ca>  
To: Gage Haubrich <gage@secondstreet.org>  
Cc: Paul Wan <Paul.Wan@mississauga.ca>, Rita Najm <Rita.Najm@mississauga.ca>

Wed, Aug 11, 2021 at 6:45 AM

Hi Gage, I am a colleague of Rita's.

To expand on the below response and any follow up you had;

There were two **positions** downgraded. That does not necessarily translate to two employees.

For any employees impacted by the downgrade their salaries are frozen at their current rate until March 31, 2023 at which time they would see a salary reduction if their salaries don't align with the salary for the position.

If you have any other questions please let me know.

Cory



**Cory Crabtree**

Access & Privacy Officer  
905-615-3200 ext. 8228

[cory.crabtree@mississauga.ca](mailto:cory.crabtree@mississauga.ca) |

City of Mississauga | Corporate Services Department,

**Gage Haubrich** <gage@secondstreet.org>  
To: Cory Crabtree <Cory.Crabtree@mississauga.ca>

Wed, Aug 11, 2021 at 8:57 AM

Hey Cory,

Thank you for that explanation.

So to clarify does that mean that no other employees would have received pay reductions then?

I just want to make sure I am not making any wrong conclusions.

Regards,

[Quoted text hidden]

Gage Haubrich  
Research Associate  
SecondStreet.org

Phone | 306.750.8757



Cory

[Quoted text hidden]

Gage Haubrich

Research Associate

SecondStreet.org

Phone | 306.750.8757 [ ]

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**Cory Crabtree** <Cory.Crabtree@mississauga.ca>

Thu, Aug 19, 2021 at 11:24 AM

To: Gage Haubrich <gage@secondstreet.org>

Cc: Paul Wan <Paul.Wan@mississauga.ca>, Rita Najm <Rita.Najm@mississauga.ca>

Hi Gage,

There has been no reduction in staff pay.

The 2 positions have been downgraded in salary range and the employee's salary has been frozen

Cory

**From:** Gage Haubrich <gage@secondstreet.org>

**Sent:** Wednesday, August 18, 2021 10:07 AM

**To:** Cory Crabtree <Cory.Crabtree@mississauga.ca>

[Quoted text hidden]

[Quoted text hidden]

Gage Haubrich

Research Associate

SecondStreet.org

Phone | 306.750.8757 [ ]

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**Gage Haubrich** <gage@secondstreet.org>

Fri, Aug 20, 2021 at 8:42 AM

To: Cory Crabtree <Cory.Crabtree@mississauga.ca>

Thank you for the clarification.

I appreciate it.

Have a good weekend.

[Quoted text hidden]

Gage Haubrich  
Research Associate  
SecondStreet.org

Phone | 306.750.8757





Colin Craig &lt;colin@secondstreet.org&gt;

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**FOI 2021-0345**

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**Cory Crabtree** <Cory.Crabtree@mississauga.ca>

Fri, Sep 10, 2021 at 7:38 AM

To: Colin Craig &lt;colin@secondstreet.org&gt;

Cc: Gage Haubrich &lt;gage@secondstreet.org&gt;, Paul Wan &lt;Paul.Wan@mississauga.ca&gt;

Hi Colin, there were 4 employees in total that were redlined

Cory

**From:** Colin Craig <colin@secondstreet.org>**Sent:** Thursday, September 9, 2021 3:46 PM**To:** Cory Crabtree <Cory.Crabtree@mississauga.ca>**Cc:** Gage Haubrich <gage@secondstreet.org>; Paul Wan <Paul.Wan@mississauga.ca>**Subject:** Re: FOI 2021-0345

Thanks Cory. Have you had any updates?

On Fri, Sep 3, 2021 at 10:35 AM Cory Crabtree <Cory.Crabtree@mississauga.ca> wrote:

Hi Colin, I will hopefully have an answer to the question mid next week.

Cory

**From:** Colin Craig <colin@secondstreet.org>**Sent:** Friday, September 3, 2021 12:31 PM**To:** Cory Crabtree <Cory.Crabtree@mississauga.ca>**Cc:** Gage Haubrich <gage@secondstreet.org>; Paul Wan <Paul.Wan@mississauga.ca>**Subject:** Re: FOI 2021-0345

Thanks Cory.

Just thought I'd send a note and see if you heard anything?

On Thu, Sep 2, 2021 at 10:55 AM Cory Crabtree <Cory.Crabtree@mississauga.ca> wrote:

Hi Colin, I will ask.

Cory

**From:** Colin Craig <colin@secondstreet.org>  
**Sent:** Thursday, September 2, 2021 12:30 PM  
**To:** Cory Crabtree <Cory.Crabtree@mississauga.ca>; Privacy Info <privacy.INFO@mississauga.ca>  
**Cc:** Gage Haubrich <gage@secondstreet.org>  
**Subject:** Re: FOI 2021-0345

I received an "out of office" response after emailing Rita ... looks like I should direct the email below to you, Cory and Paul.

Thanks for your help!

Colin

On Thu, Sep 2, 2021 at 10:22 AM Colin Craig <colin@secondstreet.org> wrote:

Hi Rita,

Further to my voicemail, I thought I would send an email about two questions I have related to FOI 2021-0345.

As you know, Gage Haubrich, our research intern filed the request. However, he's pretty busy with school right now, so I thought I would ask you the questions myself.

- 1) For the two job classifications impacted by the red circling, do you know how many workers are employed in each classification?
- 2) Also, are you able to tell me which facilities employ those positions?

Thank you,

Colin Craig  
President  
SecondStreet.org

Phone | 403.909.2055



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President  
SecondStreet.org

Phone | 403.909.2055



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President  
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