



REPORT TO

**CORPORATE SERVICES, STRATEGIC
PLANNING AND PROPERTY
COMMITTEE**

UPDATE ON EMPLOYEE PAID PARKING

"The Lord your God will raise up for you a prophet like me from among you, from your fellow Israelites. You must listen to him." Deuteronomy 18:15 NIV

Created, Draft	First Tabling	Review
January 7, 2020	January 16, 2020	Click here to enter a date.
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RECOMMENDATION REPORT		

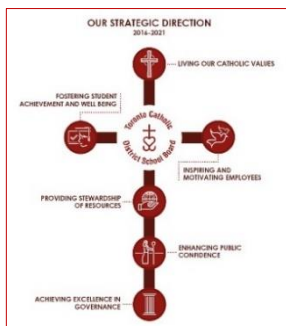
Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



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A. EXECUTIVE SUMMARY

This report recommends delaying the implementation of paid parking for Toronto Catholic District School Board (TCDSB) employees until September 2020 at the earliest, and that employee paid parking be excluded from the 2020-2021 TCDSB budget deliberations until it is confirmed as a valid revenue source through the centrally negotiated collective agreement with the Ontario English Catholic Teachers Association (OECTA).

The introduction of paid parking for all TCDSB employees was approved as part of the Board's 2019-2020 budget as a revenue generation source to address funding shortfalls. On August 22, 2019, the Board approved delaying the implementation of this initiative until February 2020. Staff have been preparing for a soft implementation of paid parking in February 2020 while exploring long term solutions.

On December 13, 2019, the Ontario Labour Relations Board (OLRB) ruled that paid parking is a central bargaining matter, and cannot be locally imposed or negotiated at this time. Given the OLRB ruling, the TCDSB must reconsider the implementation of paid parking until the conclusion of central bargaining with OECTA to see whether paid parking is successfully negotiated into the new central Collective Agreement.

The \$3.2 million revenue gap resulting from delayed implementation will be addressed by monitoring additional opportunities for in-year savings and if required, through the Operating Contingency Reserve. The ongoing full \$6.4 million revenue shortfall must be addressed through 2020-21 budget process.

The cumulative staff time required to prepare this report was 20 hours

B. BACKGROUND

1. ***The 2019-2020 TCDSB Budget, approved by the Board on June 13, 2019, included the introduction of paid parking for TCDSB employees.*** Paid parking was identified as a revenue generation source to address budget shortfalls. The 2019-2020 budget included a \$6.4 million revenue generation target for the implementation of paid parking at all TCDSB facilities, with a charge of \$10.00 per day for teachers and administrators, and \$5.00 per day for all other staff.

2. ***Staff were also directed to investigate the potential of paid parking after hours and on weekends.*** Arising from the budget deliberations regarding paid parking, staff were also directed to explore the feasibility of procuring a third party to manage paid parking at all TCDSB schools and facilities during the evenings and weekends.

As a result, Staff have re-engaged discussions with the Toronto Parking Authority (TPA) regarding after-hours paid parking on TCDSB sites. TPA has indicated an interest in a small number of TCDSB sites, and the two parties are exploring proposed terms and conditions of a potential agreement.

3. ***The revenue generated by employee paid parking was allocated to offset proposed budget reductions due to changes in funding.*** This includes:
 - \$2.5 million for teachers in the 5th Block program;
 - \$1.9 million for Educational Assistants and Child and Youth Workers; and
 - \$2 million for English as a Second Language Teachers at the Elementary level.
4. ***On August 22, 2019, the Board approved delaying the implementation of employee paid parking until February 2020.*** The staff report identified a number of considerations, including the need for a phased-in approach where the complete software, infrastructure and enforcement package is not implemented at the initial stages of the program, with a soft rollout in February 2020 as the first phase.

The Board approved absorbing the \$3.2 million revenue generation shortfall associated with the delayed implementation of paid parking using either in-year surpluses or the Operating Contingency Reserve at the end of the fiscal year.

C. EVIDENCE/RESEARCH/ANALYSIS

1. ***Following the August Board meeting, staff began working towards a soft implementation of paid parking for February 2020 while exploring long term solutions.*** In order to move forward with the soft launch, staff engaged the provider of technology solutions for the Board's permit system to enhance the software's functionality for the purpose of processing parking permit

applications on a first come, first serve basis. Board staff would have made parking permit requests through the existing permit portal, which also processes payments.

With respect to a full launch of employee paid parking, staff have continued to explore potential operation models and available non-capital technological options to implement paid parking across the system. Staff have reached out to local software vendors who have expertise implementing paid parking solutions at other public sector organizations.

2. ***On December 13, 2019, the Ontario Labour Relation Board (OLRB) held that paid parking is a central bargaining matter and cannot be locally imposed or negotiated at this time.*** Following the inclusion of employee paid parking in the 2019-2020 budget, OECTA brought two OLRB applications forward: one against the TCDSB for imposing paid parking, and the second against the Ontario Catholic School Trustees' Association (OCSTA) stating that paid parking is a central matter and should not be locally determined. The TCDSB application was defended, with the Board taking the position that it was entitled to implement paid parking, however it was deferred pending the resolution of the OCSTA application.

Given the OLRB ruling on the application against OCSTA, the TCDSB must reconsider the implementation of paid parking until the conclusion of central bargaining with OECTA in order to see whether paid parking is negotiated into the new central Collective Agreement.

3. ***Staff recommend delaying the implementation of employee paid parking until September 2020 at the earliest.*** This decision is prudent, and ensures that significant funds are not put towards implementation while the matter is being negotiated as part of central bargaining. Staff will resume work on the implementation should a new central agreement with OECTA be ratified that contains provisions for employee parking.
4. ***The \$3.2 million revenue gap resulting from delayed implementation will be addressed by monitoring additional opportunities for in-year savings and if required, through the Operating Contingency Reserve.*** Staff will monitor in-year expenditures to assess opportunities for savings in order to avoid an in-year deficit. Should an in-year deficit occur then the Operating Contingency Reserve will be used to offset the revenue shortfall. The Board will be faced with similar decisions during the 2020-21 budget deliberations

as they did in the previous budget year. Program reductions will likely be required in order to address the revenue shortfall. This would be especially true if employee paid parking fails to be negotiated into the central collective agreement. Given this uncertainty, it would be prudent to approach the budget process under the assumption that program reductions will be necessary to balance the 2020-21 operating budget.

D. STAFF RECOMMENDATIONS

1. That should employee paid parking be included in the central collective agreement with OECTA, the implementation of such a program for TCDSB employees be deferred until September 2020.
2. That the revenue shortfalls associated with delaying this initiative in 2019-20 fiscal year be funded through in-year savings or the Operating Contingency Reserve.
3. That until such time as employee paid parking is confirmed as a revenue source through a ratified central collective agreement with OECTA, it be excluded from the preliminary draft budget estimates for the 2020-21 operating budget.