



# BARGAINING BULLETIN

VOL.10

## We're Local 79, Not Local 416

On Tuesday, the City started stirring up more fear about labour talks. Deputy Mayor Doug Holyday told the Toronto Sun that negotiations “are not going...well,” because “we haven't got a settlement.”

Someone should tell him that the way to get a settlement is to start negotiating one.

Even after 12 weeks of bargaining, the City has not budged from the concessions they proposed at our first meeting: cuts to benefits, to employment security, to scheduling rights. The agenda they began with the “service reviews” and continued with the city budget cuts has moved on to the bargaining table.

The City might say they want a deal, but they haven't agreed to any new meetings beyond this week. Maybe they think they did all the bargaining they had to do with Local 416. The City shouldn't use the 416 deal as an inflexible template.

### Lower pay, loss of benefits, less security?

Local 79 is not Local 416. We have four bargaining units – three of which encompass thousands of part-time workers. We do over 400 unique types of jobs across the city, drawing on even broader skillsets. Rather than focus on a template, the City needs to focus on negotiations – for a settlement that addresses Local 79's needs.

The employer's few hastily-made proposals that actually do address our members' work, are changes that would do great harm. These are attacks that Local 416 did not even face.

- Members in Long-Term Care facilities are facing a loss in take-home pay – a result from a cut in hours of work including the shift overlap. It's an attack on caregivers, in a time of economic hardship. That means less security for our members, and less care for Toronto's senior citizens.
- Part-time Unit B members would lose negotiated scheduling rights associated with seniority: fewer hours, lower wages, and reduced benefits.
- For Part-time Recreation Workers, the City's plan to weaken scheduling rights would mean lost shifts and income. The City refuses to recognize the hardship just recently imposed by the recent harmonization award.

### Security for your job is stability for Toronto

The employer refers to these cuts as “flexibility.” But we're already flexible. We do hundreds of jobs across the city, around the clock. Our collective agreement has never stopped the City from launching huge “efficiency” projects in the past.

And no one has a so-called 'job for life' (regardless of how much the news media like the term). Permanent Cleaners have just received notice of redeployment. Temporary cleaners have been issued notices of layoff. And the City has announced that all but three homeless shelters will be closed or sold off. This is about privatization, pure and simple – if the employer guts our redeployment language, they would be able to sell or cut services even more quickly and easily.

The union is committed to negotiating four fair collective agreements, respecting the needs of members who work both full-time and part-time for the City.

## Stay informed

Be aware of what could happen if the City requests a no board report from the Ministry of Labour, in order to intimidate us.

### **A no board report would start a countdown, after which the employer could...**

...impose terms and conditions, unilaterally changing the way your workplace functions,  
...lock out some or all of our members,  
...or force a final vote on a proposed agreement entirely of their making.

Should there be a no board report, our commitment to negotiations will be even more important.

If the employer wants flexibility, they should look for some in their approach to bargaining, and adapt their thinking to account for the needs of Local 79. Your bargaining team is working hard to negotiate collective agreements that address the work you do and the services you provide for Torontonians.

It's important that you continue to log on to the Members' Portal on our website to get information, and continue talking to your friends, neighbours, and co-workers to make sure they understand what we're facing, and why we're negotiating. If there's a labour disruption, it will be because the City wanted it.

In solidarity,



Tim Maguire  
President

On behalf of your Local 79 Bargaining Committees:

Tim Maguire, Nancy Murphy, David Kidd, Ainsworth Hamilton, Sofia Reno, Lily Chang, Garth Barry, Jason Desjardins, Deborah Dixon, Sandra Higginson, Beverley Pike, Yvonne Bell, Simon Collins, Doug Jones, Tannis Khan, Maria Kolominsky, Myrna Mandani, Daphne Penton, Mary Villa

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