



# BARGAINING BULLETIN

VOL.14

## A strong mandate for a settlement

Local 79 members turned out in historic numbers to give their Bargaining Committee an overwhelming strike mandate. Your vote indicates that you understand that both sides in these negotiations must now focus on reaching settlements in the four collective agreements before the City's bargaining deadline of 12:01 a.m. Saturday.

Our strike mandate of **over 85 per cent** across all four bargaining units showed the City negotiators that Local 79 members are behind their Bargaining Committee as we head down to the wire.

### **We are realistic and reasonable, but we need a deal that works**

Unfortunately, the City's negative reaction to our set of proposal on Monday did not bode well. Your Bargaining Committee worked hard to put across a complete set of proposals, only to have City negotiators spurn our position as "not helpful." We could say the same of Deputy Mayor Holyday's continuing media attacks on our Bargaining Committee.

Contrary to what Holyday says, Local 79 is being reasonable in our approach to these negotiations. The current economic climate is not conducive to huge gains for working people. The Ford Administration made it clear that its mandate is to attack the employment security provisions of all the City contracts, opening the door to future job cuts -- and win more "flexibility" for the City -- which means less protection for members faced with redeployment and layoff, and fewer hours of work for more experienced senior part-time workers.

Our success in these negotiations will be measured by our ability to push back on the City's agenda to cut jobs and cut services, and ensuring that there are appropriate protections in place for members. We need a deal that works to protect our jobs and the services our members deliver. We need a settlement that respects the unique issues of our full and part-time members.

### **A strike is our last resort, and also a protective measure**

The City may soon threaten us, as it did with Local 416 in the final stages of negotiations last month, with changing our "terms and conditions" of work if no deal is reached by the City's bargaining deadline. That reckless move would place Local 79 members at risk of having the City impose changes, including but not limited to, pay and benefits cuts, and possible disciplinary measures without any recourse to a fair grievance process. This would be an aggressive and backward step for the City. Our only recourse would be to call a strike, as a last resort. As our public polling shows, the majority of the Toronto public would understand why we must take protective action.

### **We are bargaining to a settlement**

What can members expect over the next 48 hours? Your Bargaining Committee will be working hard to fashion the settlement. We will endeavour to keep you informed, but events may unfold too quickly for an accurate play-by-

play. Members should remain patient and alert, and stay tuned to the Members' Portal on our website at [www.cupelocal79.org](http://www.cupelocal79.org).

We have been responsible in our proposals and our approach. The City must understand our position, and work with us to reach collective agreements that are appropriate for the residents of Toronto and their employees, Local 79 members.

In solidarity,

A handwritten signature in black ink, appearing to read 'T. Maguire', written in a cursive style.

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