



BARGAINING BULLETIN

VOL.3

They call this a fair deal?

Think of it this way: In one foul swoop, the City wants to erase decades of hard-won contractual protections for Local 79 members.

You be the judge:

Employment Security: By proposing to eliminate all the Employment Security and Redeployment provisions of our Collective Agreements, we believe the City is seeking a speedy way to eliminate ever-larger numbers of our workforce. Our Employment Security process has been beneficial for union members for many decades: It offers a number of options should your job be deleted. It honours your seniority, protects your wages through the process, and provides you with options to be placed in another job.

If the City gets its way at the bargaining table, all of those protections will be gone and the City will be able to pick and choose who goes and who stays. Is this fair? No. The City has already targeted our cleaners at the police stations and most other cleaners in the City, and has announced that all but three homeless shelters will either be offered to the private sector or closed. These moves will impact hundreds of jobs, and there are indications there could be thousands more. Now, more than ever, we need Employment Security.

Modified Work: This joint program has been successful in finding job accommodations for hundreds of injured or chronically ill members. Without your union monitoring and advocating in this important process, our injured members could be out the door.

Benefits: The City also proposes a 10-per-cent rollback in our benefit package. To date the City has not precisely specified what they plan to cut from Health, Dental and other benefit provisions. Stay tuned.

Hours of work: The City proposes to reduce the hours of work for full-time employees of the Long Term Care Homes by five hours a week, from 40 hours to 35 hours. This will likely mean the same cut to part-timers, which may ultimately increase their benefits cost.

Sick Time: The City also proposes cuts to our sick-time coverage, progressively reducing sick pay in both the old and new sick time plans. The City's proposals target almost every member.

There's more: The City's proposals lead us to believe that the City will be demanding even more concessions during this round of negotiations. The City's proposals threaten every member, whether full-time, temporary or part-time.

The bottom line: If the City gets its way there will be deep, deep cuts to your benefits and terms and conditions of employment.

What you need to do now

1. Your Local 79 Bargaining Committees need your full support to stop this unprecedented attack on our Collective Agreements. That means every member needs to get connected by visiting our website at www.cupelocal79.org and registering on the special **Member's Portal**. It's the best way to get better informed and find out what you can do to help.
2. As the new year unfolds and our existing contracts expire, all Local 79 members must take time to make sure that family, friends, neighbours and City Councillors are informed that what the City proposes is grossly unfair to us and our families.

In solidarity,



Ann Dembinski
President

On behalf of your Local 79 Bargaining Committees:

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