



# BARGAINING BULLETIN

VOL.5

## We must hope for the best, but prepare for the worst

Why is the City preparing for a labour disruption? We have barely begun to bargain – only six days of face-to-face meetings to bargain four Collective Agreements – in a process that usually takes several months.

The City has also asked for a “no board” report in its Local 416 bargaining – setting the stage for a lockout of the outside workers in early February.

To date, the City has not asked for a “no board” report for Local 79. That doesn’t mean it won’t happen very soon. This could lead to a City-wide battle over the protective terms of our Collective Agreements, including employment security and redeployment provisions.

### **We are already “flexible”: We’re there when they need us**

The deputy mayor talks a lot about needing more “flexibility” as a justification for ripping up our Collective Agreements. Yet we provide services to the public when they need them: On evenings and weekends, we enforce bylaws, provide a myriad of recreation programs and public health programs, including annual flu clinics, and more.

Our Collective Agreements have not prevented managers from recruiting our members to work outside their regular working hours. Our Collective Agreements do not prevent the City from keeping the rinks open Christmas, Boxing Day, and Sundays throughout the winter months.

Our Collective Agreements have not stopped the City from launching huge projects like the “smart meters” at Toronto Water or discontinuing the downspout disconnection program, or from reorganizing many other programs. It has not stopped them from hiring non-union IT workers.

Our Collective Agreements put into place fairness and dignity for people when their jobs disappear. Without that protection, every Local 79 member is at risk, especially under the current regime determined to contract out many city functions.

## So what more do they want?

Some of the most offensive of the City's contract proposals affect thousands of part-timers and the members working in long term care homes.

The City proposes to delete the hard-won scheduling provisions for part-timers. This will allow managers to pick and choose who gets to work, regardless of seniority. Our longest-serving members are at risk if the City gets its way in radical changes to Unit B and Recreation Collective Agreements.

The City proposes to reduce the hours of work for long term care homes workers by five hours a week, ending overlapping shifts. This reduction will hit members in the pocketbook, with a ripple effect that also cuts part-time shifts. It also places residents of the homes at risk during shift changes: The need for overlapping shifts is easily understandable for anyone who has family in long term care.

The City's proposed reductions to our sick time coverage under both the old and new sick-time plans mean that the more sick-time you take, the fewer days will be covered. The list of concessions goes on.

## What happens next?

We have scheduled four more days of talks before the end of January. We have yet to hear the City specify exactly what will be cut in their proposed 10-per cent reduction in our benefit package. We have not yet responded to each other's proposals. We are still explaining them across the table.

So far, the City has NOT asked for the conciliator for a "no board." We will remain at the table determined to negotiate the Collective Agreements, and we expect the City to do the same.

Still, we must be prepared for anything: You must ensure that you are registered for picket pay. It's important that you continue to log onto the Members' Portal on our website to get information, and continue to talk to your friends and neighbours and make sure they understand the situation: If there is to be a disruption in services, the City will be solely responsible for it.

In solidarity,

Tim Maguire  
President

On behalf of your Local 79 Bargaining Committees:

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