



BARGAINING BULLETIN

VOL.7

One bump and you're out?

The City has proposed very restrictive Layoff and Recall language that would replace all the Employment Security & Redeployment language in our Collective Agreements. Their proposal would allow management to speed through the process to deal with the more than 500 job cuts as a result of last week's 2012 budget -- and there will be more to come.

Basically, their proposed language will allow displaced permanent employees only one step to find a more junior permanent position. If there is no one else to bump, you are out the door. This will be the only process for coping with layoffs. Wage protection through the process will also be removed. So much for respecting your seniority and loyalty to the City.

Our position is that the current system of redeployment works; it certainly hasn't stopped the City from managing its workforce, so there is no need to radically change the process. It doesn't protect every job, but it does offer some dignity and union representation through the process.

If the City seeks to expedite redeployment, it certainly has plenty of managers in Human Resources who can work with the current language. But their new proposal is in keeping with the rest of the City's package of take-aways designed to make it easier to slash City services.

Local 79 members are not the cause of financial woes

We object to Local 79 members being asked at the bargaining table pay for the City's financial situation. Local 79's Bargaining Committee received a presentation from the City on the "economic conditions for bargaining." It was a doom-and-gloom scenario designed to bolster their view of the need to cut back further. Their bleak outlook flies in the face of reality: The City's revenues have been stronger than forecast (as the turnaround from a projected \$774 million deficit to a \$154 million surplus during the budget process showed) and Toronto's economy continues to grow. Local 79 will be presenting the City with our view of the bargaining climate.

What happens next?

Your Local 79 bargaining team and the City have dates set aside for bargaining until the end of February. But this does not mean that the bargaining process will continue at its current pace, especially given that Local 416 is nearing its bargaining deadline. Bargaining could move more quickly for Local 79 in the days ahead.

Local 79 and Local 4948, representing Toronto Public Library workers, are also now in the conciliation process. If a no board report were requested by the City, and issued, there would be a 17-day "no board" period. **A "no board" report has not been filed in negotiations with Local 79.**

After that, the bargaining process would enter an “open period” when the Collective Agreements cease to apply, and any of the following things could happen:

- Your terms of employment can be unilaterally changed by the employer, or
- The City could lock out some or all members, or
- The City could call for a Ministry-supervised vote on its last offer, or
- Local 79 could call for a strike vote, if needed to protect our members, or
- Both sides could agree to continue bargaining to a settlement. This is the option Local 79 intends to pursue.

Obviously, Local 79 prefers to reach a negotiated settlement.

What’s happening with Local 416?

Bargaining between the City and Local 416, representing outside workers, will reach the “open period” as of Sunday Feb. 5 at 12:01 a.m. We do not know yet what action the City may take if no agreement is reached by the deadline. (The Deputy Mayor has been very contradictory on that issue.) If Local 416 members are locked out of their jobs, Local 79 members will still be required to go to work as our Collective Agreements are still in place.

What you can do

- If there’s a lockout, please show solidarity by joining Local 416 members on their lines before work, at lunchtime, and after work.
- Call your City Councillors and urge them to help negotiate a fair deal with City workers and avoid a needless labour disruption.
- Talk to your family, friends and neighbours and make sure they understand the situation and talk to their councillors: If there is to be a disruption in services, the City will be solely responsible for it.
- Check the Members’ Portal on the website (cupelocal79.org) for the latest developments. And register for the Portal, if you have not already done so!

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