



## IMPORTANT NOTICE

June 5, 2008

To: All Local 416 Members – Parks Unit

Re: **Parks Restructuring – Parks, Forestry and Recreation**

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Having received and reviewed the employers' latest proposal regarding the Parks Restructuring, it has become obvious that T.C.E.U. Local 416 has never been given equal standing throughout the Parks Restructuring process.

Throughout the process the Union has advised the employer of concerns going forward with their process and the concept of proceeding within the employers' framework to no avail.

T.C.E.U. Local 416 is of the view that the Parks Restructuring within the respective branches needs to be undertaken as a package and not on a piece by piece or branch by branch basis, as such, Local 416 could not and would not agree to reclassifying one group of employees while other group(s) of employees were to be blatantly disregarded, notwithstanding the high quality of work they perform and their commitment in doing so. The City has made a mockery of individual seniority rights and has proceeded with a process that may be litigated for years. If we need to tear apart the new Department structure piece by piece we will, in an effect to bring about fairness. Should there not be an agreement prior to collective bargaining the matter will be on the agenda.

This has not been a Restructuring of the Parks Department, but rather a dismantling of the entire Division with malicious intent, in an effort to drive through an agenda by individuals in Parks management that will have a negative impact for years to come.

The Union committed and provided the employer with a written proposal which we believe was fair and addressed the Unions and its members concerns. Within the Unions proposal was the recognition of senior employees who have performed the work of PHW1 and Gardener 1. As well the proposition that no permanent employee would be transferred out of their work location and the recognition of appropriate rates of pay for work performed amongst others.

It is regrettable that the Parks Department has decided to ignore the positions submitted by your Union, in favour of a process that has negative implications for many of you.

The initial undertaking with respect to the Restructuring was stated to be a joint process, this was never the case. The employer has and continues to proceed with the Restructuring process and only provides the Union with lip service. As such, Local 416 has and continues to file grievances on behalf of its membership to ensure all of your collective agreement rights are protected. If there was a legitimate agreement to be reached, the Union would have signed off.

As you are aware, many rumours and innuendos continue to surface concerning the Restructuring within Parks, as the Department has a continued need to cast

Local 416 in a negative light, marginalize the Unions position and the work you perform, and as well, misrepresent facts. Please be assured that your Union is here for you. Please take the time to speak to your Union Committee member to seek clarification or answer questions on matters of concern to you.

In solidarity,

**The Parks Restructuring Committee**

June 5

Cope491/File: Flyer PR&R Update