



**TO ALL LOCAL 416 MEMBERS
EMPLOYED BY THE CITY OF TORONTO
RE: COST CONTAINMENT
~ BULLETIN 2 ~**



August 16, 2007

Yesterday we met with the City of Toronto to receive more specifics with respect to the Cost Containment measures and how they impact on our members in Local 416.

We want to repeat that Local 416 was not at any time consulted regarding the City's plan and we have not recommended any of the initiatives outlined in this document.

We currently have 1280 Seasonal Employees working. Out of this number, 937 employees will have their seasonal work opportunity reduced by one (1) or two (2) weeks.

Below is an outline that was provided to us, breaking down the impact by Division.

DIVISION	EMPLOYEE TYPE	ACTION
Facilities and Real Estate	Seasonal Employees	No adjustment to term end date
Toronto Water	Seasonal Employees	No adjustment to term end date
Parks, Forestry & Recreation	760 Seasonal Parks Employees <ul style="list-style-type: none"> • 657 EE's (Parks Maintenance) • 49 EE's (Golf Courses) • 54 EE's (Toronto Island Maintenance) • One (1) month delay in opening the Outdoor Artificial Ice rinks 	One (1) week early term end date
Solid Waste Management	132 Seasonal Employees <ul style="list-style-type: none"> • 77 EE's (Litter Picking) • 10 HEO's • 45 EE's (Yard Waste pick up) 	Two (2) week early term end date
Transportation	45 Seasonal Employees (Mechanical Leaf Pick-Up)	50 Opportunities: Two (2) week shorter term One (1) week later to commence and one (1) week early to end Five (5) vacancies will not be filled

BUMPING

We understand that the Employer has started giving notice and the bumping meetings have commenced. They did not even have the courtesy to advise us of a bumping meeting that occurred for some affected employees on August 14, 2007, and as a result, there was no Union involvement. We have stated in the strongest of terms our disgust in their lack of notice resulting in no Union representation for our members at these meetings.

Further, we believe at this time that the employer is not respecting our Collective Agreement and the intent to respect seniority in the bumping process. Today we will be putting a proposal forward to the City so that the seniority of our members will be respected in the bumping process.

There are still many uncertainties and we will continue monitoring the process very closely to ensure that there is as little adverse impact as possible on you, the members.

In solidarity,

Brian Cochrane

Brian Cochrane
President
Toronto Civic Employees'
Union - Local 416