

PLEASE POST



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



August 13, 2007

As you are now aware, on Friday, August 10, 2007, at 12:00 p.m., City Manager, Shirley Hoy announced the City's plan for Cost Containment.

Local 416 was not consulted regarding the City's plan and therefore **did not** recommend any of the proposed initiatives. Local 416 was not made aware of these plans until 11:00 a.m. the same day.

At the 11:00 a.m. briefing on August 10, 2007, we were advised that the City would be requesting meetings with the Unions to discuss the future path to be taken. **As of Monday, August 13, 2007, the City has not approached us with meeting dates.**

We, in the short time frame we were given on August 10th, asked whether the City had requested relief from any private contracts that they were currently a party to, and the answer was that they had not.

Further details with respect to implementation have not been provided with any specificity. Please read the City's document following, which outlines the City's plan.

****NEW**** Though we have not received official notification, we have been advised this morning, as of this writing, that Parks Seasonal Temporary Employees will be laid off **one (1) week prior** to the end of their selected work terms.

Updates will be posted on our website at www.local416.org and notification flyers will be sent out as soon as additional information becomes available. Should you have any questions, please do not hesitate to contact your Unit Chair or Shop Steward.

In conclusion, we realize that for many of you, these Cost Containment measures raise uncertainties. Let us assure you that we are monitoring the process very closely. We will do all that we can to ensure that the impact from these initiatives proposed by the City will have as little adverse effect as possible on you, the members.

In solidarity,

/Brian Cochrane

Brian Cochrane
President
Toronto Civic Employees'
Union - Local 416

(As excerpted from the City of Toronto press release dated August 10, 2007)

The following information outlines the major service-level adjustments to be implemented between August 1 and December 31, 2007. Additional budget reductions may also be recommended for consideration in the 2008 budget, depending on any additional funds that are generated through new taxation and uploading of provincial government social service programs currently funded by the City. All City programs and services, agencies, boards and commissions were requested to identify cost-containment measures.

Parks, Forestry and Recreation – Beginning mid-September to the end of December, 2007, all of the City's Community Centres will be closed on Mondays. All programming held on Mondays will be cancelled. Outdoor artificial ice rinks scheduled to open in December will not open until January and the City's golf courses will close one week early. Residents will see reduced park maintenance and a reduction in the residential tree planting program.

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Garbage and recycling (Solid Waste Management Services) – Releasing seasonal litter staff two weeks earlier than normal and a reduction in the number of litter vacuums will result in more litter on the streets. The December yard waste pick-up will be cancelled and the scheduled introduction of curb-side pick-up at townhouses is cancelled. The night shift at the Disco Transfer Station will be cancelled, requiring contractors and residents to drop waste at that location during daytime hours.

Transportation – To further reduce costs, there will be less street cleaning, fewer pothole repairs and a reduction in the number of times grass is cut on City streets and expressways. Sidewalk snow plowing and clearing of snow left in driveways (windrow) by City plows will only occur when there is a minimum of 15 cm. of snow, the current service standard is 8 cm. Automated leaf pick-up in areas that have this service, will be reduced from two pick-ups to one.

Toronto Public Library – Access to 16 library branches will be restricted due to Sunday closures. The Storyteller in Residence and the Teen Fine Forgiveness programs have been cancelled.

Toronto Public Health – As a result of the hiring freeze, there will be a reduction in health promotion programs and community outreach services such as tobacco use prevention, parenting programs and workplace health. In addition, Toronto Public Health will reduce environmental reporting, production of printed materials to support tobacco use prevention, the new Food Guide, Trans-fat education, and translation of various materials into languages other than English.

Municipal Licensing and Standards – As a result of the hiring freeze, there will be significant delays in issuing licenses and responding to requests for inspections and bylaw enforcement, particularly for graffiti eradication.

Emergency Medical Services – The bicycle paramedic program in the Entertainment District will be reduced from four days a week to two days a week.

Fire Services – There will be a decrease in proactive inspections and public education programs.

Toronto Building – Due to the hiring freeze, there will be reduced bylaw enforcement, particularly the Sign bylaw. The public submitting development applications will also experience delays at building application counters. The Green Roof Initiative will be delayed. The adoption of a bylaw regulating construction related vibration will also be delayed.

Court Services – By redeploying 50 per cent of the staff who work in the customer phone service office, there will be as long as 20-minute wait-times for telephone inquiries. Clients may be referred to the internet or be required to visit court offices in person.

Children's Services – Funding for new services at community run family resource centres in under serviced areas has been cancelled until the end of the year. Funding to make City-operated daycares accessible to clients with disabilities has been deferred.

Mayor's Office – Renovations to the Mayor's office and the second floor of City Hall have been cancelled. Additional staff needed to meet requirements of the City of Toronto Act will not be hired. The Mayor's initiative on Economic Development Opportunities for Toronto to promote investment has been deferred, resulting in cancellation of the economic mission to China and Los Angeles.

Administrative Divisions – As a result of the hiring freeze and other cost containment measures, service provided in administrative areas of the City which directly support day-to-day operations will be reduced. Reduced service will be in effect at parking tag counters, tax and water counters, and vendors will experience delays in the payment of invoices. In addition, services that support front line staff, such as Information Technology, will be reduced resulting in longer system down times and impact public service.

Budget reductions will also be attained through a hiring freeze in all City divisions, with the exception of those positions that are deemed essential under legislated requirements, needed for health and safety reasons or are 100 per cent funded by other orders of government or external agencies. A position by position review of the City's current 677 full time vacancies was completed and it has been determined that 376 jobs will not be filled. All staffing requirements must first be approved directly by the City Manager or Deputy City Managers.

Unless mandatory, staff training, development, education and attendance at conferences has been cancelled. A significant amount of advertising and promotional materials has also been cancelled. Required purchases of new vehicles and other equipment have been cancelled. In addition, all discretionary travel has also been cancelled. This has an impact on public education activities and key programs and services, as well as the City's ability to attract economic investment and tourists from abroad.

~ Visit the Local 416 website. Updates will be posted as more information becomes available. ~
www.local416.org