



# Council Briefing Note

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## EX29.10 ENHANCED SECURITY MEASURES AT TORONTO CITY HALL

### Summary

## EX29.10.3

Municipal governance has the proud recognition of being the most accessible level of government in Canada. Toronto City Hall is not just a government building. It is a hub of community activity with weddings, cultural events, celebrations, demonstrations, visitors and much more, being a daily part of life at one of Toronto's most historic sites. Anything that physically or psychologically restricts the movement and ability of citizens to participate in City life, or access their elected government, is a threat to this community and to democracy.

### CUPE Local 79 respectfully recommends that:

1. The Executive Committee reject the staff report and vote against the staff recommendations.
2. The Executive Committee and Council re-direct the proposed \$0.774 million operating funds for security staff to much needed City services, specifically, the creation of 20,000 new spaces in community recreation programs.

### Discussion

Security recommendations in the staff report are alarming on many levels.

- There is a large amount of unknown information – as evidenced by the four confidential attachments to the report. Not only was there no public consultation on security measures at City Hall, but there is no opportunity for the public to respond to changes that will significantly impact use of a public space. The partial details that have been released – the use of metal detectors, physical inspections, and glass walls – are bad enough. We can only imagine what else is being hidden from public scrutiny.
- The installation of physical barriers and delineation of public and reserved spaces will create obstacles for individuals with physical disabilities and those using mobility devices. In addition, these types of barriers act as visual cues of exclusion. The openness and transparency of City Hall should be championed because it allows community groups and others to speak to Councillors' about City policies, and reaffirms City goals of inclusion and accessibility.
- The report states that “permanent” security measures are needed due to the Canada wide threat elevation level from Low to Medium on October 17, 2014. Since that time, the report makes no indication of the actual number of direct threats made against City Hall that would necessitate permanent security measures. In addition the definition of medium level threat - which indicates an individual or group in Canada or abroad has the intent and ability to commit an act of Terrorism in Canada – is a slippery slope argument. The potential for crime is used to justify actions taken as if the crime had been committed. At its most pernicious, this mainstream logic has been used to justify intrusive and discriminatory policing

of racialized groups.

- Patron screening recommendations will have a significant impact on members of marginalized groups through the additional policing of individuals who are already members of heavily policed groups. The report states “best efforts will be used to incorporate equity considerations”. Regrettably, this provides no reassurance given the existence of personal bias and institutional racism. The City of Toronto already recognizes these concerns through equity seeking policies in its employment practices.
- The report cites security of employees as an area of ‘prime importance’, yet Local 79 has heard zero concerns from the union’s thousands of members. Further, at no time were Local 79 staff consulted on security matters, for example, through joint health and safety committees.

In summary, fostering a culture of fear by creating barriers that restrict participation and access for all individuals entering City Hall is counter to municipal governance and to Torontonians’ shared sense of community, and will not make Local 79 members feel safe. Moreover, the report indicates that best practices developed by the U.S. Department of Homeland Security will be used to guide development and implementation of security measures. Given global criticism of the current U.S. politics of exclusion and targeting of marginalized groups, is this really the example that Canada’s most multi-cultural City wants to follow?

The Executive Committee must do the right thing and reject the staff report in its entirety. This money is better directed at creating community, rather than destroying it.

One week ago, the Community Development & Recreation Committee voted to support Toronto communities by increasing the number of new recreation spaces proposed in the staff report (CD24.3) by an additional 10,000 spaces (bringing the total number of new spaces to 20,000) to address waitlist demands. The total cost of these new spaces is \$0.772 million. The cost of funding additional security staff is \$0.774 million. Local 79 urges the Executive Committee to use these funds to create 20,000 new community recreation spaces that will create participation and community, not exclusion and fear.

## **EX29.11 THE TORONTO ACTION PLAN TO CONFRONT ANTI-BLACK RACISM**

### **Summary**

CUPE Local 79 strongly supports the Toronto Action Plan to Confront Anti-Black Racism. Many of our members serve clients who are experiencing anti-black racism and face racism in their own lives. We are deeply saddened to report that incidences of racism still occur in City workplaces and services.

The 2018 workplan described in the report initiates a comprehensive strategy to leverage the City’s role as a major employer, service provider and community partner to counter anti-black racism, including training and support for City staff.

It is critically important that the action plan be funded and implemented in 2018.

## **CUPE Local 79 respectfully recommends that:**

The Executive Committee and City Council adopt the staff recommendations and assure proper funding for the Toronto Action Plan to Confront Anti-Black Racism is included in the 2018 budget.

## **EX29.12 TO PROSPERITY: TORONTO POVERTY REDUCTION STRATEGY 2017 REPORT AND 2018 WORK PLAN – DECENT WORK**

### **Summary**

Decent work is a cornerstone of any effective plan to reduce poverty. Yet TO Prosperity: Toronto Poverty Reduction Strategy 2017 Report and 2018 Work Plan fails to take the steps necessary to make the City of Toronto a leader in providing good stable jobs.

In 2013, the City committed to developing a set of job standards that would ensure City contractors were providing workers with jobs that can sustain themselves and their families.

In May 2017, The Government Management Committee renewed that commitment, directing staff to report back on options for requiring five key work standards as part of City contracts. The Committee's concern stemmed from continued City contracting of custodial services, a sector notorious for its low-wage precarious work. The report in front of the Executive Committee does not respond adequately to the request of the Government Management Committee, suggesting to only pilot one of the five standards, as well as exploring equitable hiring practices. The staff recommendation comes partly out of recognition of the fact that Bill 148, Fair Workplaces, Better Jobs Act, 2017, is soon to receive Royal Assent, and will provide some changes to the other four suggested standards. However, it is important that the City continue a timely exploration of options for including the other four decent work standards in City policies, practices and purchasing, as they will not be covered in full by Bill 148.

## **CUPE Local 79 respectfully recommends that:**

1. Executive Committee adopt recommendation 3 from the TO Prosperity: Toronto Poverty Reduction Strategy 2017 Report and 2018 Work Plan.
2. Staff report back to Government Management Committee within two months of Royal Assent of Bill 148 Fair Workplaces, Better Jobs Act, 2017 on opportunities to include decent work standards not adequately covered by the new legislation in City policies, practices and purchasing.

### **Discussion**

Recent passage of the Province's Bill 148 Fair Workplaces, Better Jobs Act, 2017 brings much needed improvements to employment standards across Ontario. However, workers in Toronto face challenges that Bill 148 alone can not solve. Half of workers in Toronto are in part-time and/or precarious work, and many are making far below the wage necessary to live in our City. It is estimated that in order for a family of four to live a decent and independent life in Toronto, both parents need to have full-time jobs making at least \$18.52 an hour.

Toronto must act to create and support jobs that provide the means to live in our city. The City has a unique opportunity to promote decent work in Toronto. As an employer of over 50,000 workers and a supplier of contracts that employ tens of thousands more, the City can set standards around good, stable jobs in Toronto and encourage other employers to do the same.

The City committed to developing such standards in 2013 when it adopted EX 33.2: Quality Jobs, Living Wages and Fair Wages in Toronto. Council's commitment to decent work predates TO Prosperity, yet no action has been taken.

In May of 2017, Government Management Committee directed staff to return with options to require City contractors to meet five key work standards:

- Paid Sick Days – workers can accrue at least 7 paid sick days a year.
- Fair Scheduling – workers are provided their schedules at least two weeks in advance of their shift, with penalties and premiums applied for last minute changes or on-call work.
- Equal pay for equal full-time work – part-time, casual, contract, temporary, and seasonal employees have a right to the same pay and level of benefits (pro-rated) as comparable full-time workers.
- A living wage – workers are paid at a rate that provides sufficient income to predictably meet their needs based on the Toronto cost of living.
- Getting paid on time – workers, whatever their status (permanent, temporary, contract etc.), get paid within 30 days of doing the work.

Staff were also asked to provide a plan and required resources for:

- monitoring and enforcing these new standards in City contracts;
- any plans, programs or policies needed to ensure fair and equitable hiring practices are being employed by contractors and by the City; and
- equity-seeking communities and historically disadvantaged groups access to decent jobs.

*The TO Prosperity: Toronto Poverty Reduction Strategy 2017 Report and 2018 Work Plan* does not achieve the task staff were directed to do. Specifically, recommendation 3 only proposes that “City Council direct the Executive Director, Human Resources, the Director, Purchasing and Materials Management Division and the Executive Director, Social Development, Finance and Administration, working in consultation with relevant stakeholders, and contingent on Council approval of resource requirements described in the 2018 operating budget proposal, to pilot-test standards in City contracts and procurement documents related to (i) advance notice of scheduling, and (ii) equitable hiring, and to report back to Executive Committee by the fourth quarter of 2019 on the feasibility of adopting these standards into City contracts and on their impacts for workers, vendors, and City operations.”

The other four standards are not included in the pilot, even though the staff report acknowledges that these standards, as envisioned by the Committee, were not reached through the passage of Bill 148. Bill 148 does not preclude the City's ability to set its own standards for contractors or as an employer. In fact, by showing leadership Toronto helps bolster the case for decent work as Bill 148 becomes law and changes start to take effect over the next couple of years.

