



Toronto Civic Employees' Union, Local 416

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LOCAL 416

Affiliated with CUPE,
Canadian Labour Congress

December 3, 2013

Budget Committee Members
Toronto City Hall

Good afternoon Mr. Budget Chief and Committee Members:

My name is Dave Hewitt, Vice President of Toronto Civic Employees' Union, CUPE Local 416, we represent over 6000 municipal employees, your frontline workers, members of the Local 416 bargaining unit, who ensure amongst others that our roads are safe, our drinking water meets quality standards, your garbage is picked up and disposed of, our parks are maintained and that our skating rinks are open, our paramedics are the best in the world, saving lives and at times delivering lives. We have in place an exceptional workforce with dedicated individuals, who on a daily basis, go above and beyond their call of duty to ensure that the delivery of Public Services are undertaken in a professional and efficient manner.

This budget before you in most instances is a flat line budget, adding little revenue other than that which is required to meet legal obligations. There are exceptions though, it is disheartening to see Solid Waste decrease their staffing levels by 17 positions and Toronto Water decrease 30 positions, a further erosion, to which I respectfully submit must be reconsidered. Local 416 members know firsthand what the impact of having fewer people performing and delivering core services, escalating cost, low morale, difficult sustainability, all resulting in poor public perceptions with a direct impact on the service provider.

Maintaining public services and the delivery of such must be a priority, it is vital to the growth and economic well being of the City of Toronto that you are not only service providers but as well stakeholders and investors, we have equipment that is underutilized within our workplaces, which are becoming assets mismanaged, we must focus on training opportunities within that allows the City to create a most multi task workforce to allow workers to service the needs of the citizens of Toronto in a most cost efficient manner, having work contracted out does not afford the City opportunities of self service and cost control containment, we have seen far too often that when work is contracted out, standards are lessened, costs escalate with little or no accountability and leaving employers without the flexibility or the purchasing power to retreat from such costly mistakes.

MARK FERGUSON
President

DAVE HEWITT
Vice-President

DARIN JACKSON
Secretary-Treasurer

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Chief of Stewards

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Chief of Health & Safety

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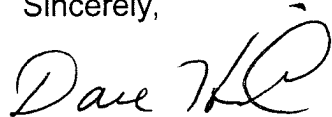
MATT FIGLIANO
*Committee & Grievance
Coordinator*

PATRICIA MARSH
Recording Secretary

At the present time, we have a workforce who go about performing their work on a daily basis with much pride and dignity, a workforce that carries on its shoulders not only high expectations but as well high standards to meet - and we achieve this on a daily basis. It is difficult. Our workforce provides frontline services to the City of Toronto with fewer persons, our workforce has decreased nearly 20% since amalgamation, a decrease like no other. It is most difficult to maintain quality and efficient service and standards that Torontonians have to come to expect with a minimizing workforce; trying to maintain the same level of service with far fewer workers on the backs of workers is a recipe for disaster. Presently, we have positions that are funded and not filled. These funded and not filled positions are known as "gapping" positions. We have gone through legal means and have a decision that states the City cannot gap permanent jobs; we have met with the Human Resources personnel and have asked they stop the gapping and post positions that are much needed and required to sustain a viable workforce. We are once again requesting that the City start posting the requisite number of positions needed to fulfill the duties of running this City for its deserving citizens.

Toronto needs a ongoing reinvestment of its workforce. Our members have benefitted through City geared training in the past, and consequently building on working skills has already been tried and has been proven a success. Programs and opportunities such as ongoing assessments and upgrading the skills of the current workforce is an important investment in sustaining an efficient and productive workforce that we can all be proud of in the years to come.

Sincerely,

A handwritten signature in black ink that reads "Dave Hewitt". The signature is written in a cursive style with a large, stylized initial "D" and "H".

Dave Hewitt
Vice President
Toronto Civic Employees'
Union - Local 416