



**Canadian Union of  
Public Employees**

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Units  
- Service Units

*City of Toronto*  
- Full-Time  
- Long-Term Care Homes  
& Services Part-Time  
- Recreation Workers  
Part-Time  
- Unit B Part-Time

*Toronto Community  
Housing Corporation*

**SERVING OUR  
MEMBERS  
SINCE  
1942**

November 17, 2016

# BU26.4.1

Councillor Gary Crawford, Chair, and Members of the Budget Committee  
c/o Clerk's Office  
10<sup>th</sup> Floor, West Tower  
City Hall  
100 Queen Street West  
Toronto, ON M5H 2N2

Dear Councillor Crawford and Members of the Budget Committee:

**RE: BU26.4 – Operating Variance Report for the Nine-Month Period Ended September 30, 2016**

Dear Councillor Crawford and Members of Committee:

In reviewing the Third-Quarter Variance report, which was only made available today, Local 79 is highly concerned that 3,239 staff positions in the City remain vacant, bringing the City vacancy rate to 5.1%.

Chronically high vacancy rates have plagued the City and its services for the last few years. Since 2013 the City's staff vacancy rates have hovered between 4.6% and 5.8%; often more than double the Council-approved rate of gapping during the same years, which was between 2.3% and 2.5%. High vacancies have reduced the quality of services, leaving desks empty and phones unanswered. Remaining staff are overworked, leading to higher stress levels and potential health issues. This cannot continue without negative impact on City employees and the services they provide.

The report projects being able to achieve a year-end vacancy rate of 2.8%. This would mean the City would have to hire 1,568.4 people in three months. Yet there is no clear workforce development plan to support the unusually high volume of hires. It's worth noting that commitments to fill positions have been also been made in past years, with little progress, if any.

In June, City Council requested "the City Manager to report to the Budget Committee prior to the 2017 City Budget launch on workforce development plans and strategies to address the City's position vacancy rates in a sustainable manner."

Local 79 respectfully asks when that report can be expected and, in the interim, for the City to provide some detail regarding its strategies to hire 1,568.4 people by December 31<sup>st</sup>, 2016.

We also note that the approved complement is projected to be reduced by 616.1. In the short time period allowed by the late publication of the Staff Report, Local 79 has not had an opportunity to review why this may be the case. An explanation from staff at Committee would contribute to transparency in the budget process.

CUPE Local 79 is committed to collaborating with the City to facilitate filling these vacancies, but in order to do that there needs to be a plan.

Sincerely,

Tim Maguire  
President