



**Canadian Union of  
Public Employees**

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**Executive Committee:**

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*First Vice-President:*  
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Sharon Rodgers  
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**Bargaining Units:**

*Bridgepoint Hospital*  
- Nurses & Paramedical  
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**

**EX20.38.1**

**DELIVERED BY EMAIL AND REGULAR MAIL**

October 26, 2016

Mayor John Tory  
and Members of the Executive Committee  
10<sup>th</sup> Floor, West Tower, City Hall  
100 Queen Street West  
Toronto, ON M5H 2N2

Dear Mayor Tory and Members of the Executive Committee,

**RE: EX 18.27 Flexible Work Hours/Alternative Work Arrangements -  
Toronto Public Service**

I am pleased to support in principle the motion put forward by Councillors Holland and Thompson, with the expectation that division action plans to implement "Flexible Work Hours/Alternative Work Arrangements" will be developed in collaboration with the bargaining agents representing employees at the City of Toronto.

I am optimistic about the opportunity to work together to design innovative, flexible work strategies that help achieve multiple objectives, such as supporting employees in achieving work-life balance, improving services provided to communities, and addressing congestion. In fact, we already have a program operating in Toronto Employment Social Services that, in part, achieves these aims, and we are in the process of working with management and our members to develop a new program in Toronto Public Health.

We need not delay in working together to create effective flexible work hours and alternative work arrangement policies. Our recently negotiated collective agreements expressly allow for this sort of collaboration to better serve City employees and the city at large.

I look forward to working with the City to find strategies that serve everyone's needs.

Respectfully,

Tim Maguire  
President