



Toronto Civic Employees' Union, Local 416

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LOCAL 416

Affiliated with the Canadian
Labour Congress and the
Labour Council of Toronto
& York Region

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July 4, 2017

Mayor John Tory and Members of City Council
100 Queen Street West, 2nd Floor
Toronto, Ontario
M5H 2N2

Re. City Council Agenda Item # GM21.12 – Surveillance Cameras in Solid Waste Vehicles

Dear Mayor Tory and Members of Council,

The City Council Agenda scheduled for July 4, 2017 includes item number GM 21.12 – Award of Request for Proposal No. 2110-16-3160 to BSM Technologies Ltd. for the Provision of Telematics Solution (Ward All). This report is before Council as a result of the decision that Government Management Committee made on May 29th.

The Committee amended the staff recommendations found in the report by removing the use of in-cab cameras in Solid Waste Vehicles by a private contractor as part of the new contract. The Committee also rejected the suggestion to study this issue any further. The rationale to not permit the use of surveillance cameras by the private contractor was based on the determination by the Committee that there was insufficient evidence supporting any benefits of the cameras, along with concerns raised regarding lack of consultation, and privacy protocols that could impact employee labour laws.

During the debate at the Government Management Committee it was revealed by City staff that Local 416 workers have contributed to a Commercial Vehicle Operating Rating (CVOR) of just over 30%, which was considered very good. This caused the Committee to question the need for the surveillance cameras.

It was also uncovered that the City of Toronto's website erroneously informed Council and the public that the City had conducted a pilot project for in-cab cameras in 2014. This error was recently corrected.

Since the release of this report, Local 416 has done extensive research on the use of in-cab cameras in Solid Waste vehicles throughout Canada. It was revealed that the vast majority of Solid Waste services in Canada do not use in-cab cameras. Also, there was a successful union grievance filed in Quebec in 2016 with the judge concluding that the use of these devices was a breach of the union's collective agreement.

The dedicated Toronto employees in the Solid Waste Division are committed to the highest level of safety and efficiency in their important role on behalf of the City of Toronto. Our goal is to continue to pursue excellence in service delivery in Solid Waste and all other divisions that we provide service, and to enhance the partnership with the City as we pursue these important goals. We agree with the Committee decision to not use surveillance cameras in vehicles, and that there is insufficient grounds to study this issue any further. We are requesting that Council uphold the Committee decision with respect to the removal of in-cab cameras from this new contract.

On behalf of the members of Local 416, I would like to thank the Committee for removing the use of in-cab cameras in Solid Waste vehicles in this new contract.
Please feel free to contact me if you have any questions or comments regarding this important issue.

Sincerely,

Matt Figliano
Vice President, CUPE Local 416

cc. Toronto City Clerk