



**TCEU LOCAL 416**  
IN YOUR NEIGHBOURHOOD AT YOUR SERVICE

April 11, 2025

Mayor Olivia Chow, Executive Committee Chair  
Members of the Executive Committee  
City of Toronto  
100 Queen St W  
Toronto, ON  
M5H 2N2

### **A Call To Action: Strengthening Toronto's Workforce**

As Canada faces economic uncertainty due to an impending trade war and looming tariffs posed by the Trump administration - along with calls for annexation - municipalities across Canada must take decisive action to protect our economies and workforce.

One of the most effective strategies Toronto City Council can undertake to mitigate the impact on our local economy is to prioritize insourcing of municipal services rather than allowing third-party contractors to bid on Toronto's municipal projects. This approach will strengthen our economy, ensuring stable employment for Toronto's workers, and provide a host of other benefits for our great city as well:

**Economic Growth** – Keeps taxpayer dollars within local communities, generating economic activity that benefits residents. When Canadian municipalities contract services to American companies, profits often flow south of the border, providing little long-term economic benefit to Canada. By contrast, insourcing ensures that these funds remain in the country, circulating through local businesses, supporting Canadian families, and stimulating economic growth.

**Cost Efficiency** – Contrary to the belief that outsourcing saves money, numerous studies have shown that long-term outsourcing contracts often result in hidden costs, contract renegotiations, and decreased efficiency. Keeping jobs in-house allows for better budget oversight and cost control.

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**Higher Service Quality** – Local 416 members have a vested interest in maintaining high-quality public services. We are held to higher accountability standards and are more committed to the well-being of Toronto’s communities than private contractors driven by profit motives.

**Increased Accountability and Transparency** – When services are managed by municipal employees, the City retains full control over operations, ensuring greater accountability to residents. Private contractors, on the other hand, are not subject to the same levels of public scrutiny.

**Local Economic Growth** – Investing in municipal jobs means reinvesting in Toronto’s economy. Local 416 members live, work, and spend within the community, creating a positive economic cycle that benefits all residents. Toronto is a world-class city that should lead by example when it comes to responsible public administration. Other municipalities have successfully reversed privatization efforts and have seen improvements in service quality and cost savings as a result. It is time for Toronto to follow suit and take concrete steps towards reducing reliance on third-party contractors by expanding the municipal workforce.

We urge Toronto City Council to take immediate action to review all outsourced municipal contracts, assess the feasibility of insourcing these jobs, and develop a clear strategy to transition critical services back to municipal employees. We stand committed to assisting the City of Toronto on this strategy. Investing in our own workforce is a long-term solution that will benefit all Torontonians.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eddie Mariconda', with a long, sweeping horizontal line extending to the right and ending in a small upward hook.

Eddie Mariconda  
President  
Toronto Civic Employees'  
Union, CUPE Local 416  
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