



Toronto Civic Employees' Union, Local 416

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LOCAL 416

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To: Members of the Toronto Public Library Board

Date: July 20, 2007

From: Rob Rolfe, Library Division Chair, TCEU Local 416

RE: PROPOSED BUDGET REDUCTIONS

Due to vacation schedules, the Union is unable to provide a detailed response to the TPL Board regarding the proposed budget cuts. However, we hope this brief presentation will be given serious consideration during the Library Board's deliberations.

TPL is now one of the busiest public library systems in the world. Although the City Librarian has won several awards, and TPL has been cited numerous times as an amalgamation success story, the high level of worker productivity has seldom been recognized.

Our members have shouldered a disproportionate share of the burden caused by Library staff reductions and gapping. While the number of job cuts in the Library since amalgamation has been second only to the City's Water Department, service statistics have grown continuously.

We think it is fair and reasonable, given these facts, to look at other areas for savings, rather than the traditional approach of simply instituting hiring freezes, staff reductions and more gapping which hit front-line workers hardest. With this in mind we propose the Library Board offer the following measures as a first response to the City's request to trim the budget.

1. **Reverse those recently implemented changes of service hours in the report, "The Best Thing a Library Can Be is Open" which resulted in a 10-6 day shift for many workers.**
These are very unsociable work hours for mainly female workers most of whom already work nights and Saturdays on a regular basis. In addition, this report claimed these increased services could be provided at no added cost, but this assertion has proven to be incorrect.
2. **Eliminate the lowest tier of management positions by attrition.**
It is a luxury to maintain a position that is largely a training position for the career advancement of individual managers.
3. **Eliminate 50-75% of the cost for travel to conventions and other events.**
This is desirable when budgets permit, but can not be justified when services and front-line jobs are at risk.

4. Eliminate the use of outside consultants to do work that could be done by in-house staff.

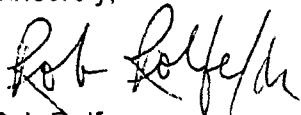
For instance, a recent consultant project included many staff focus groups, but resulted in no final report (according to the City Librarian and other Senior Managers) and no feedback to the focus group participants who were TPL staff.

5. If staff cuts are required, the Library should use the high level of natural attrition of page positions to garner savings.

The current practice of using pages to shore up staff shortages throughout the system is based upon exploitation of young workers (through low wages, denial of superior duties, and benefits savings). This is not something the Library should be proud of.

Thank you for your consideration of these recommendations.

Sincerely,



Rob Rolfe
Chair, Library Division
Toronto Civic Employees'
Union - Local 416

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