



LOCAL 416

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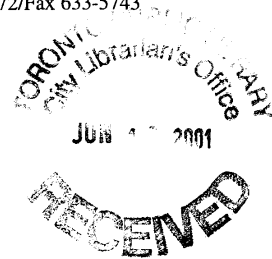
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June 15, 2001

Josephine Bryant
City Librarian
Toronto Public Library
789 Yonge Street
Toronto, Ontario M4W 2G8

Dear Josephine:

In accordance with Article 11.02 of the Collective Agreement, the Union confirms its intention to appear before the Toronto Public Library Board on June 25th, 2001 to make representations on the contracting out of the landscaping, snow removal, and custodian work of the bargaining unit.

We will forward to you shortly, the names of the Union representatives who will appear.

Sincerely

A handwritten signature in cursive script that reads "for C. Duckworth Pilkington /dg".

Christina Duckworth-Pilkington
Chair - LIBRARY DIVISION
TORONTO CIVIC EMPLOYEES UNION
LOCAL 416 C.U.P.E.

CDP/dg
opeiu 343

cc: B. Cochrane, T. Adams, B. Haley, S. Leger, M. O'Reilly
Local 416 North Office
Dan Keon

'THE HIGHEST PRIORITY'

I. Introduction

II. Purpose--> How to meet 'the highest priority.'

III. Congratulations on your recently approved health & safety (H&S) policy. It is excellent. I've not seen many better in my years of work in H&S. I noticed many excellent statements in your policy. --> the highest priority', meet *or exceed*, apply precautionary principle (e.g., prudent avoidance), consult & *cooperate*, management leadership role (e.g., by example)

IV. Legal Obligations of Profit & Non-Profit Boards

FINANCIAL, AUDIT, ENVIR AND H&S-->other non-legis. obligations: good governance, etc.

FOCUS ON H&S--> the well being of your employees

due diligence is the only defense for your employees H&S and for your liability
(guilty until proven innocent--as it should be)

the board must be able to demonstrate that every precaution reasonable in the circumstances was taken for the H&S of the workers

V. Ensuring the Well Being of Employees through Due Diligence

- OBTAINING INFO: incidents, near accidents, accidents, lost time accidents, WSIB, MOL orders
- ANALYSING for root causes, trends, ..
- BENCH MARKING against other organizations
- SET GOALS, targets, guidelines
- INSTRUCT management to carry out & PROVIDE THE AUTHORITY to do so
(n.b., CAN'T DELEGATE RESPONSIBILITY)
- MONITOR, AUDIT and REVISE as appropriate

VI. Some Library Amalgamation and New Technology H&S Highlights

- increased computer use (e.g., data input, virtual library, ...) ergonometics, ... to prevent Repetitive Strain Injury & Carpal Tunnel Syndrome
- harmonizing policy, procedures, practices from the previous library systems
(e.g., *meet or exceed* existing H&S levels by using throughout the amalgamated system the safest practice, standard, procedure or policy currently in place in the previous system)
- changes in potentially dangerous activities
(e.g., increased driving to deliver materials among branches)
ensuring the necessary information, education, training, etc. is provided
- changes in kind or number
use of volunteers--status regarding H&S
(e.g., Joint Health & Safety Committees vs. Safety Reps, H&S training/education)

VII. SUGGESTION: The Board Request that Management Provide it with the Education & Information to Meet or Exceed its H&S Due Diligence Requirements.

VIII. Q&A

Thank you, for the opportunity to speak with you on 'the highest priority.'