



## Local 4948

Affiliated with CUPE

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## Toronto Public Library Workers' Union Local 4948 (CUPE)

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a.

March 1, 2011

Matthew Church  
Chair, Toronto Public Library Board  
c/o Toronto Public Library  
789 Yonge Street  
Toronto, ON  
M4W 2G8

Dear Mr. Church:

### RE: 2011 STRATEGIC PLAN WORK PLAN

At the March 1, 2011 meeting the library board members will be asked to approve the 2011 Strategic Work Plan as found in Agenda Item 13 Staff Report for approval.

The Union would like to comment on two items:

See Theme Five: Supporting a Sustainable Library; Subsection: Ensure Sustainability of Staff Resources. (p 11) There is no mention of ensuring that a staffing model is in place that allows service delivery to be maintained. It is the opinion of the TPLWU Local 4948 that, taking into consideration the 10% cut to the staffing levels since amalgamation, the current staffing model is **no** longer sustainable. Despite repeated attempts over the years to gather data on this issue, senior management continues to maintain that they do not have an organization chart which reflects their plans for the future.

See Theme One: Engaging Diverse Communities – In the City and Our Neighbourhoods. (p. 2 of report) It is stated that youth are going to be supported by providing high quality volunteer opportunities and in Theme Five: Supporting a



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Sustainable Library Subsection: Ensure Sustainability of Services and Programs (p. 10) it states that the library will continue to provide volunteers with opportunities for skills development in an effort to enhance library services. These statements are rather vague and unclear in their intentions but on the face of it they seem to be in violation of Article 3.02 (b) Use of Volunteers in the collective agreement.

Thank you for your consideration on this matter.

Yours truly,

Maureen O'Reilly  
President  
TPLWU Local 4948

cc. V. Gretton, Recording Secretary  
D. Keon, Director of Human Resources