



**Toronto Public Library  
Workers Union**

Local 4948

Affiliated with  
CUPE and the  
Toronto & York Region  
Labour Council

**Maureen O'Reilly**  
President

**Brendan Haley**  
Vice-President

**Viveca Gretton**  
Recording Secretary

**Carmela DeGiorgio**  
Secretary-Treasurer

**Brian Raymer**  
Toronto Reference Library

**Joanna Cristini**  
North York Central Library

**Nahid Rahnavard**  
North Region

**Karen Smith**  
South Region

**Samee-Lee Grossman**  
East Region

**Mary Bissell**  
West Region

**James Johnson**  
Facilities

**Steven Burdick**  
Support Services

20 Eglinton Avenue West  
Suite 1109, Box 2053  
Toronto, ON M4R 1K8  
Telephone: (416) 440-7981  
FAX: (416) 440-7984  
Email: info@local4948.org

[www.local4948.org](http://www.local4948.org)

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TORONTO PUBLIC LIBRARY  
City Librarian's Office

MAR 11 2014

March 6, 2014

VIA FACSIMILE AND REGULAR MAIL

RECEIVED

Mr. Mike Foderick  
Chair, Toronto Public Library Board  
789 Yonge Street  
Toronto, ON  
M4W 2G8

Dear Mr. Foderick:

**RE: IMPLEMENTATION OF THE STANDARDIZED HOURS OF SERVICE:  
ANOTHER LABOUR RELATIONS DISASTER**

**This Should Be a Good News Story**

This should be a good news story. The standardization of open hours signals a reinvestment in our library that helps to restore the library service to previous levels.

In the 1990s as a response to the Harris government austerity measures and as a lead up to amalgamation, thousands of service hours were eliminated from the library service. This was often used as the main driver to eliminate staff. As a result, we experienced an approximately 19% cut to the staffing compliment at amalgamation.

In "The Best Thing a Library Can Be is Open", presented to the Toronto Public Library Board in January 16, 2006, the library bureaucrats set a cost of \$16.2 million to achieve their open hours vision. In the implementation plan submitted by the board later that June, the report states that **"Plans including staffing requirements and costs will be further developed and refined. To date, the union (nor the board for that matter) have ever seen those plans.**

**Why Do the Library Bureaucrats Always Short Sell the Library Service  
and its Workers?**

The ask in the 2014 budget from the library was for four (4) full time equivalencies to handle the increase of 34.5 hours per week in eight (8) locations to standardize the service hours for a total of 1,794 hours per annum. This was at a cost of \$260,000.



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The local has been informed that one (1) full-time Library Assistant position and two (2) part-time Library Assistant positions will be created at Barbara Frum, (1) full-time Librarian position will be created at Maria A. Shchuka and another position, to be determined, will be created at the Toronto Reference Library. We have also been informed that staff will be eliminated from the Downsview branch and moved to the York Woods branch to accommodate the change.

How will these four positions be utilized to assist with the implementation of the standardization of hours? What will happen at Albert Campbell, Albion, Brentwood, Don Mills and York Woods?

What will be the effect on hours of work? What will be the effect on vacation schedules? What will be the effect on an already overburdened staff? What will be the effect on the library service?

**More Grievances, More Arbitrations, More Bad Faith**

Approximately **384 members** will now have their hours of work opened up. (The selection of work shifts in the Toronto Public Library is done on an annual basis). By opening up the hours of work process there will be a disruption to vacation schedules (also selected annually and previously approved), child and elder care arrangements, and the many other plans our members already made for their daily lives based on the annual shift selection.

The union has filed the requisite grievances over this issue.

All we wanted was to sit down and provide input into a plan to implement the new hours. We believe it can be done with minimal disruption to our members and without violating the collective agreement but this administration is not interested in talking to anyone about solutions.

Yours truly,

**Maureen O'Reilly**  
President  
TPLWU Local 4948

cc. TPLWU Local 4948 Recording Secretary