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Toronto Civic Employees' Union, Local 416

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LOCAL 416

Affiliated with CUPE,
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September 22, 2004

Mr. Dan Keon
Director – Human Resources
Toronto Public Library
789 Yonge Street
TORONTO, Ontario M4W 2G8

Dear Mr. Keon:

The Union is in receipt of your letter asking the Union to join with the Library Board in requesting a speedy ruling on wage harmonization from Arbitrator Burkett, and we ask that you convey our response to the Board members.

The Union is at least as desirous as the Library Board of reaching a swift conclusion. We have been giving that message to the Arbitrator through the Union nominee on the Board of Arbitration, and at every opportunity, for many months now.

The entire harmonization process has been an adversarial one. The very fact that the case is before an arbitrator shows the depth of our disagreement. The Union waited forever for the Employer to reveal its monetary position on a wage formula, not even seeing it until we were in arbitration. The Union waited through hours of argument, in which the Employer's counsel showed his contempt for our legal rights to pay equity, a claim that was solely attributed to management's legal counsel, but never retracted by Library management, despite the Union's repeated requests to do so. The unwillingness of Library management to advise the Board of Arbitration that they did not share their legal counsel's opinion on this matter is very telling and disturbing, given the overwhelming female dominance of the bargaining unit.

The Union has continually waited for the Employer's nominee to be available for meetings and to produce the requisite documentation. For the Union to join the Employer in requesting a speedy resolution of the Arbitration would

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- 2 -

be laughable when the Employer has been delaying, and doing its best to achieve an end result that is unfavourable to our members.

Yours truly

Christina Duckworth-Pilkington
Chair – Library Division
TORONTO CIVIC EMPLOYEES UNION
LOCAL 416

CDP/dg
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Cc: TPL Board members – Ms. Gillian Mason, Mr. Bill Booth, Mr. Meyer Brownstone, Councillor Gay Cowbourne, Councillor Janet Davis, Mr. Rick Goldsmith, Ms. Mizan Ibrahim, Mr. Mark Nightingale, Councillor Kyle Rae, Councillor Karen Stintz, Councillor Sylvia Watson, Mr. Mitchell Weisberg
Brian Cochrane, President – TCEU Local 416
Rob Rolfe, Library Unit Chair – TCEU Local 416