

re: #9-distributed at meeting



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

20 Eglinton Avenue West, Suite 1109, Box 2053

Toronto, Ontario M4R 1K8

Tel: 416-440-7981 FAX: 416-440-7984

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Local 4948

Affiliated with CUPE and the
Toronto & York Region Labour
Council

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North York Central Library

BRIAN RAYMER
Toronto Reference Library

JAMES JOHNSON
Facilities

STEVEN BURDICK
Support Services

SARAH DECLERCK
CUPE National

October 27, 2011

Good evening.

My name is Brendan Haley and I am the Vice-President of the Toronto Public Library Workers Union, Local 4948.

First on behalf of the local, I wish to welcome the new citizen members to the Toronto Public Library Board and we hope that you will be ardent supporters of the library service and bring to your job an open mind.

I'd like to talk about three (3) things tonight:

1. the local
2. the need for a valuation report for TPL and,
3. the timeliness of TPLB packages.

TPLWU Local 4948

Our local was chartered in April 2009. Previous to that we were members of Local 416. We are the largest public library local in Canada.

TPLWU represents the 2359 library workers in TPL. The bargaining unit is made up of many types of workers from pages to librarians to maintenance mechanics to web designers to circulation assistants to cataloguers and more.

Our membership website is still under development but you can check it out at www.local4948.org. We also have a blogspot at libraryworkersunion.blogspot.com that will eventually be moved to the new website, a Facebook account at facebook.com/TPLWULocal4948 and a Twitter account too Twitter @4948President:



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Our campaign website is ourpubliclibrary.to. We encourage you to view all of these information sources to find out what the perspective is of the employees you are now responsible for.

Some interesting facts about our workforce:

- 75% female
- Vast majority of library workers are Torontonians too
- We have 1,150 part-time workers which constitute half of our bargaining unit
- Since amalgamation, we have experienced a loss of 10% of our workforce,
- Our librarian classification has decreased in numbers since 1998
- The organization is stagnant and there is no new hiring except for management, pages and temporary, mostly part-time librarian positions
- Our public service assistants, those workers who are involved in the circulation function at the library, have decreased the most dramatically and 50% of them are now part-time workers
- We no longer have a classification of children's librarian
- It takes a part-time worker who is seeking full time work, approximately 5-7 years to secure employment (based on submissions to our 2009 bargaining survey)
- The second highest loss of staff for a department in the City of Toronto next to the Water Department
- Huge influx of adult pages now in the library who are attempting to support families on minimum wage
- No official recognition of the Library Technician's Diploma



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- Part-time workers receive no benefits from the organization and very few are eligible for pensions

Some issues that we are concerned with are the over dependence on part-time workers, the deskilling of the professional librarians and other information workers, the over reliance on RFID technology at the expense of staff who provide service directly to the public, the pushing down of the PSA work onto the pages who only earn minimum wages and so on.

Valuation Report

We have distributed to the new board members a valuation report that was done for the Vancouver Public Library. We think this is critical to have in place before this board starts making some of the decisions that you are going to be asked to.

TPLB Agenda Items and Board Packages

On a final note, the local has concern about the timeliness of the issue of the board reports to the public. It is the practise in the City of Toronto to have all meeting agendas and items made available by 9 am one week before the meeting.

This is a practise that the TPLB should endeavour to follow. To do otherwise, prevents the public from having reasonable access to the business of the board and an opportunity to respond.

For example, this board agenda was not made available until 10:45 am on the Thursday, the weekend before a Monday night board meeting. This allows only 2 full business days for consideration of the materials.



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The local respectfully requests that this practise be changed to adhere to the same practises which exist for the City of Toronto and all of its business meetings.

Thank you for your consideration of this matter.

Sincerely,

Brendan Haley

Brendan Haley
Vice President
TPLWU Local 4948