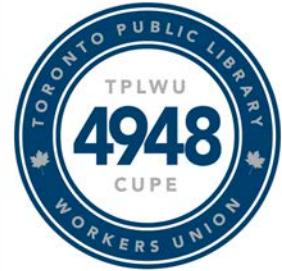


# Deputation to the Toronto Public Library Board

Toronto Public Library Workers Union – CUPE 4948

Monday, February 25, 2019

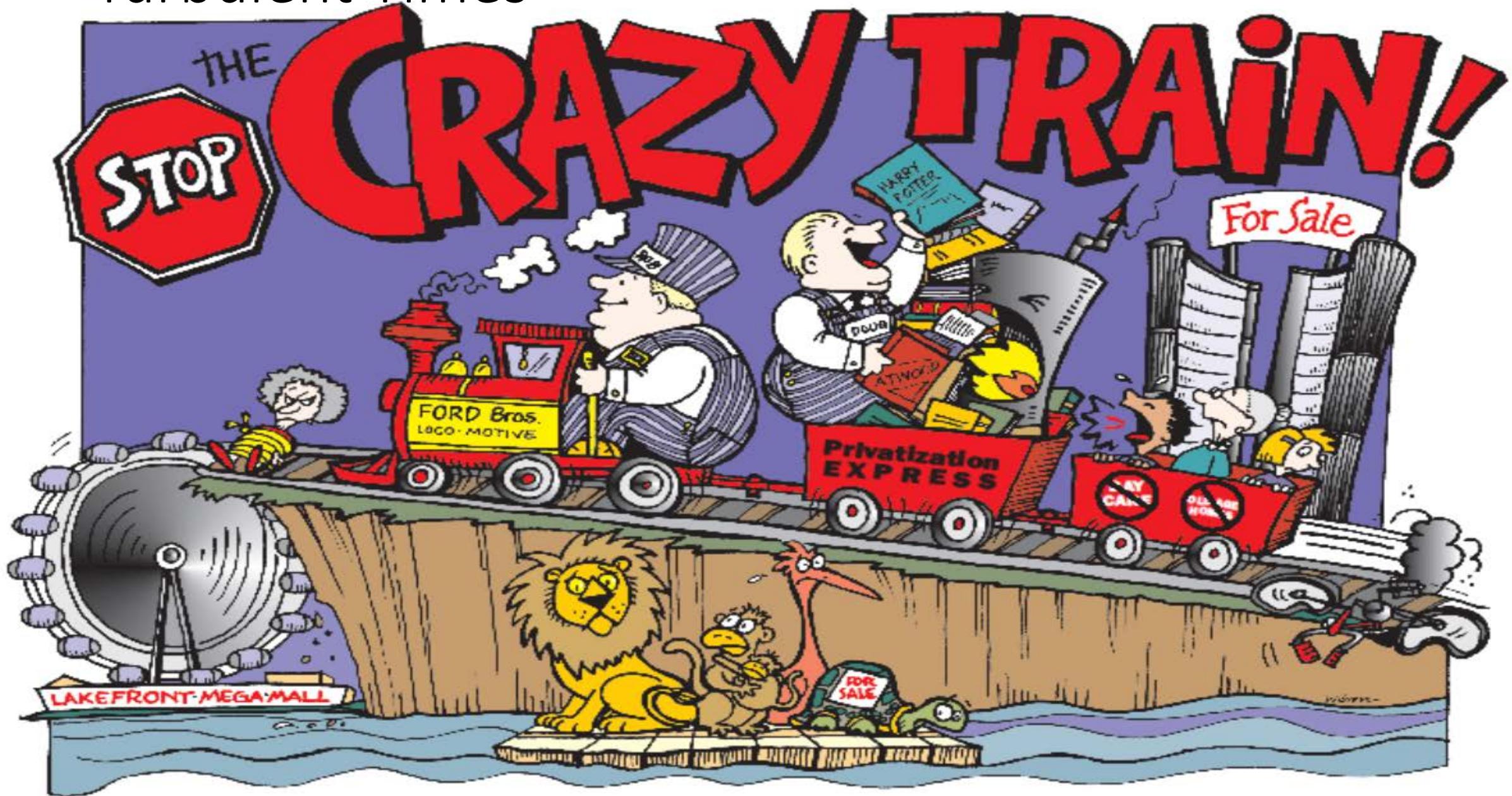
Brendan Haley, President



# Toronto Public Library Workers - TPLWU

- 2,100 + Members
- Full-Time and Part-Time
- Front-Line Staff In Every Branch
- Administrative and Technical Support Services

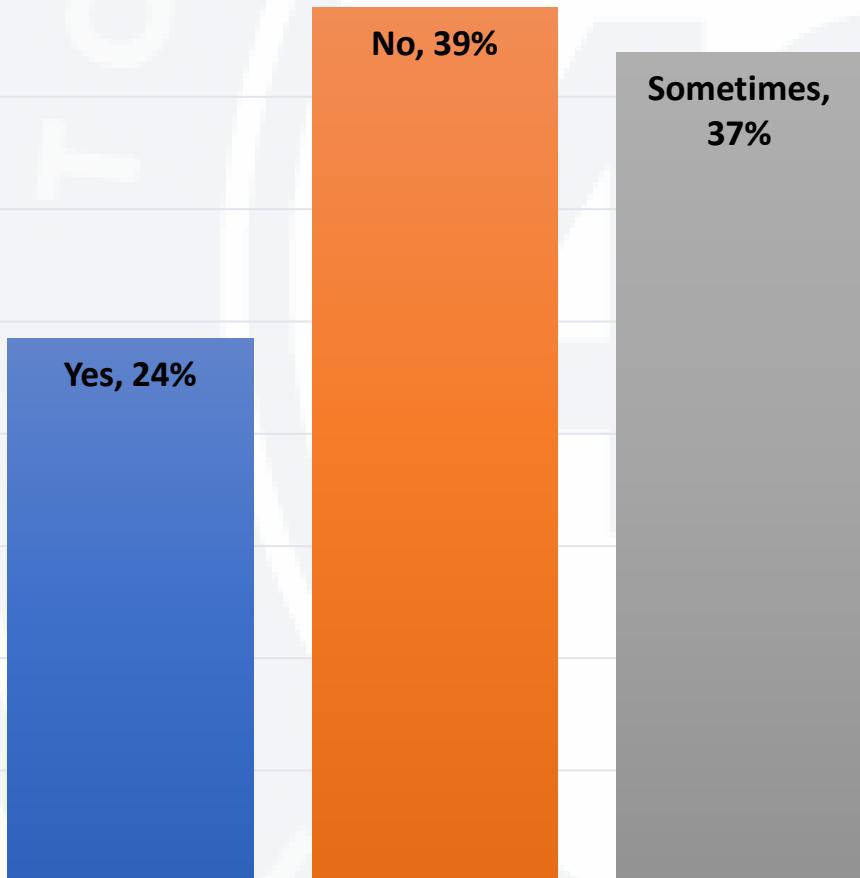
Turbulent Times



# Internal Health and Safety Survey



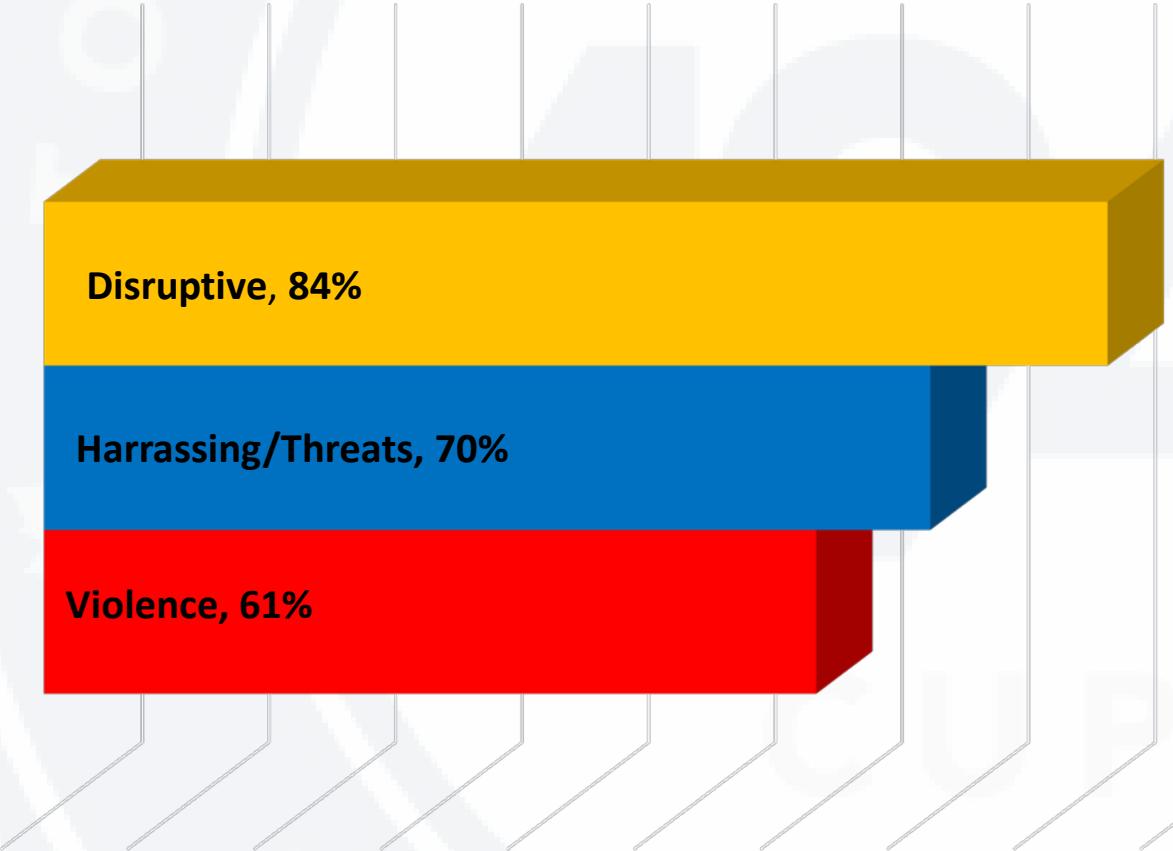
# Do You Feel Safe On The Job?



“Workplace doesn’t feel safe.”

“This is a very scary situation and something is going happen one of these days. Not only do we not have qualified staff to run the [youth] hub, but we do not have enough staff in the branch.”

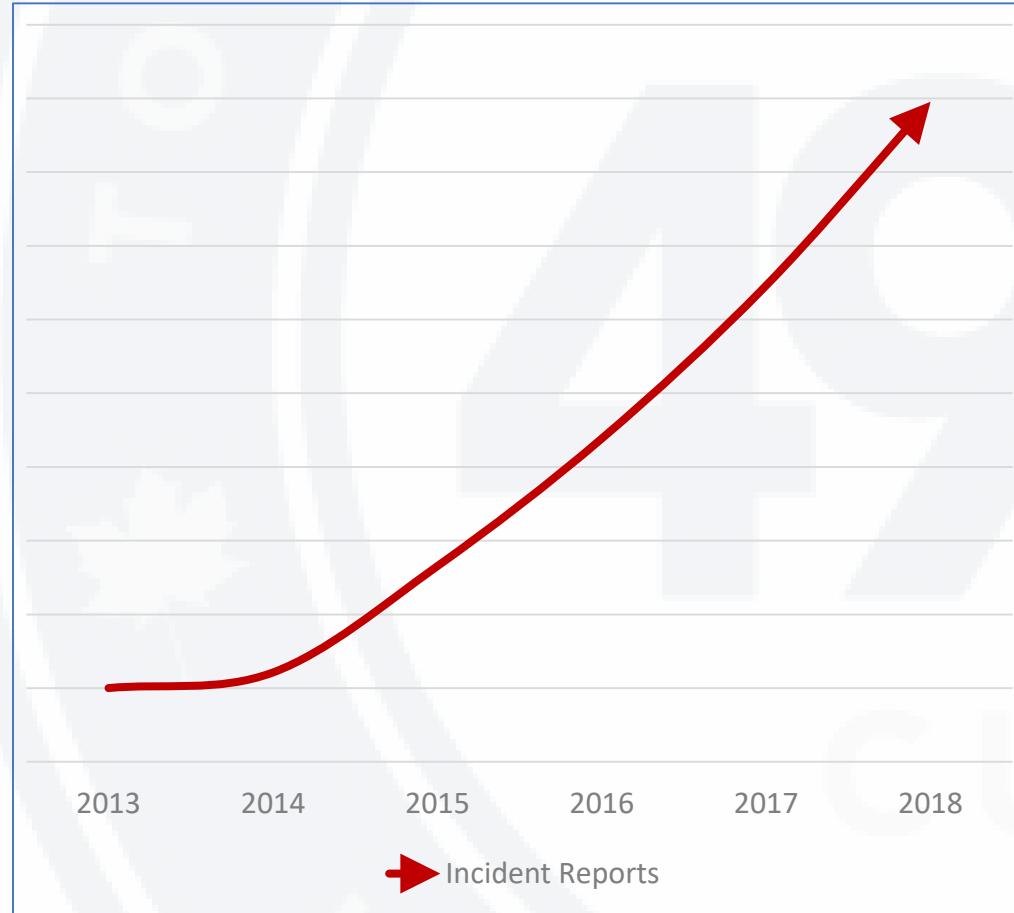
# Types of Incidents That Have Increased in Your Workplace?



“The issue of violence is the biggest issue we face.”

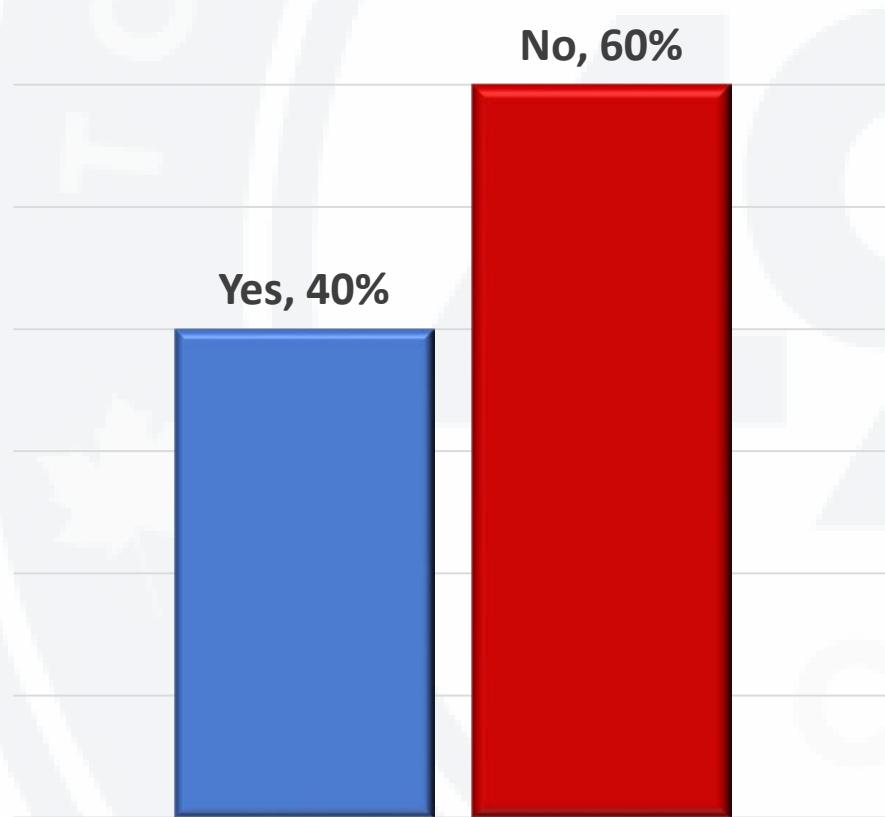
“We had a number of incidents with teens setting things on fire “just for fun.”

# Increase in Incident Reports



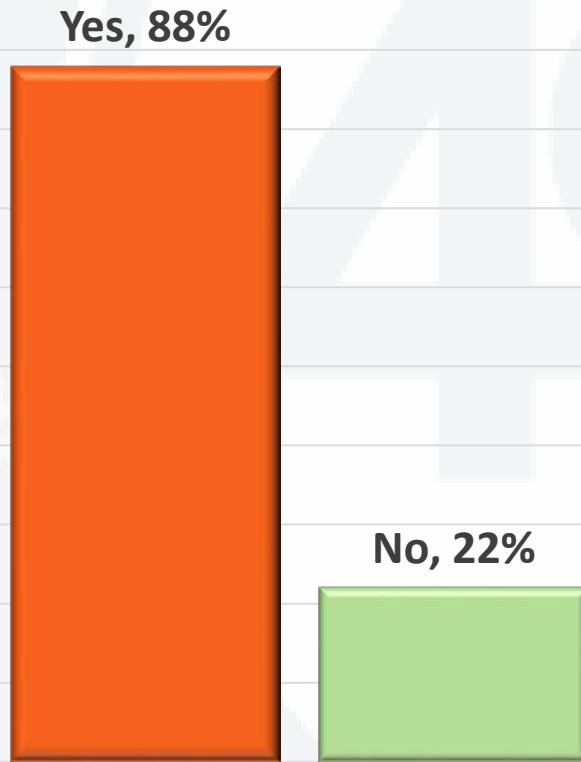
**“It is hard to feel safe with so many recorded violent incidents across the system.”**

# Does TPL Provide a Safe Workplace?



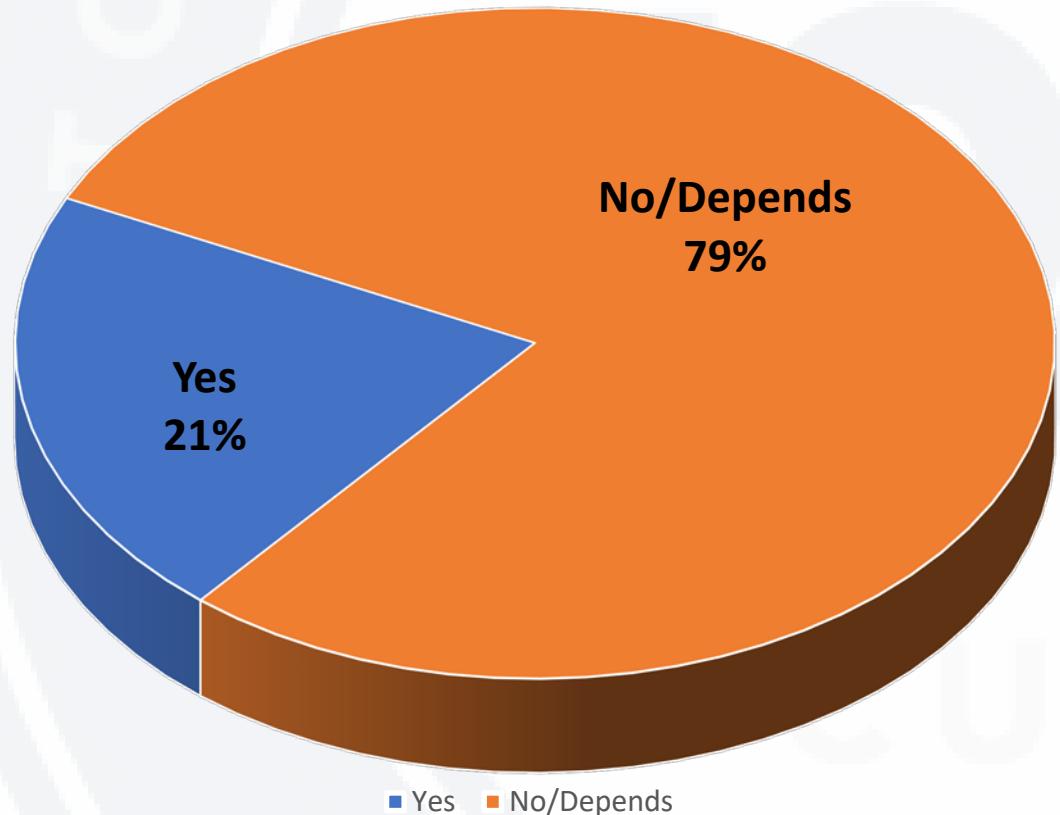
“TPL is no longer safe place to work. While I understand no where is 100% safe and I'm in no way going for something that is unattainable, there is room for improvement at TPL.”

# Should TPL Provide More Security?



“We need actual guards or police who can provide real help during incidents. Sometimes the guard is the one who gets harassed and staff have to intervene, so hiring someone who staff have to then protect is pointless.”

# Do You Feel Supported by Management (H&S)?



“Managers do little to provide help (sometimes through no fault of their own because their hands are tied by someone further up the chain).”

# It Doesn't Have To Be This Way



Speak out (quietly) for Toronto's librarians



our **PUBLIC**  
library

great people, great library, great city

LIBRARIES ARE ABOUT FREEDOM.  
FREEDOM TO READ, FREEDOM OF IDEAS,  
FREEDOM OF COMMUNICATION.

THEY ARE ABOUT EDUCATION,  
ABOUT ENTERTAINMENT, ABOUT  
MAKING SAFE SPACES AND  
ABOUT ACCESS TO INFORMATION.



Neil Gamen

# “The Best Thing A Library Can Be Is Safe”

- Brendan Haley, President, TPLWU Local 4948
  - Phone: 416.440.7981
  - Email: [President@Local4948.org](mailto:President@Local4948.org)
  - Twitter: [@Local4948](https://twitter.com/Local4948)
- Websites
  - [Local4948.org](http://Local4948.org)
  - [OurPublicLibrary.To](http://OurPublicLibrary.To)



## Thank You