

**Nancy Marshall**

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**From:** Maureen O'Reilly <president@local4948.org>  
**Sent:** Friday, November 20, 2015 11:00 AM  
**To:** Nancy Marshall  
**Cc:** Dan Keon  
**Subject:** Request to do deputation at Monday's board and addition of correspondence  
**Attachments:** Letter Re Strat Plan November 2015.pdf

Nancy

Correspondence is attached.

Maureen

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

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**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**  
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**Joanna Cristini**  
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**Nahid Rahnavard**  
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**Karen Smith**  
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**Samee-Lee Grossman**  
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November 20, 2015

Toronto Public Library Board Chair Ron Carinci and  
Members of the TPL Board  
789 Yonge Street  
Toronto, Ontario  
M4W 2G8

Dear Mr. ~~Carinci~~ *Ron*:

**RE: STRATEGIC PLAN**

The TPLWU Local 4948 requested and was granted a session for union to provide input to TPL's Strategic Plan. The meeting was held on Thursday October 29<sup>th</sup>. There were over 30 in attendance.

The local requested that our session focus on "Priority 5: Transforming Service Delivery" as this was the only area which gave scant mention of staff. In addition, we asked the convenors of the session to play our film "Precarious Work in TPL: Toronto's Hidden Challenge" as a backgrounder to the discussion. This request was granted and a very engaged discussion followed.

The facilitator summed up three (3) themes from the session:

1. need to develop a staffing plan that is central to the strategic planning discussions
2. precarious workers are not able to deliver a robust service delivery
3. the library is squandering its invaluable resource of knowledge based workers instead of maximizing on this

We ask that the TPLB take these recommendations into consideration and we welcome further dialogue on this issue.

We also ask the members of the TPLB view our video. It is available at [ourpubliclibrary.ca](http://ourpubliclibrary.ca) or through YouTube at <https://www.youtube.com/watch?v=5H4lk5STH5o>



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Yours sincerely,

*Maureen*

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

Cc **TPLWU Local 4948 Recording Secretary**  
**TPLWU Local 4948 Executive Board**