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Robyn Doolittle

Details of a tentative agreement reached between the city and union representing its outdoor workers won't be known for perhaps weeks already the ramifications of the deal — thought to be slanted in the municipality's favour — are being evaluated by the city's three other

Any concessions Local 416 and the city made early Sunday morning will set the framework for the remaining labour negotiations.

The library union and CUPE locals 79 and 2998 are all operating under recently expired contracts.

Bargaining is underway for the Toronto Public Library Workers Union and inside workers Local 79, both of which have applied for a pro conciliator. Local 2998, which represents community centre workers, will begin negotiations in two weeks.

"Usually our library union tries to reflect what 416 and 79 get. . . . So I'm hoping whatever is in their settlement is going to be acceptable library union," said Councillor Paul Ainslie, library board chair.

Publically, both sides are keeping quiet about details of Local 416's agreement. The language is being finalized, at which point the deal is put to the 6,000 members for a vote. A spokesperson said that could take days or even weeks, although sooner than later is the goal.

Local 416 president Mark Ferguson said the deal contains numerous concessions and "sacrifices."

One source confirmed rumours that one such concession involved a new threshold for seniority rights. The union was asking for five years the city wanted 22. It appears a compromise was reached at 15.

Deputy Mayor Doug Holyday noted that while there are variances among municipal unions, in general the city will be looking to duplicate goals of its 416 agreement, namely staffing flexibility.

Maureen O'Reilly, president of the Toronto Public Library Workers Union, said she is "guardedly optimistic" about the 416 deal. Key issues for library workers are benefits for part-timers, outsourcing and staffing levels, O'Reilly said.

"They're dealing with a self-created staffing shortage and they want 'flexibility' to deal with this shortage of their own making," she said.

Ainslie countered he was "taken aback" when the library union went to the province. Bargaining, he felt, had been going well and there were no substantive disagreements.