

STRIKE BULLETIN

Wednesday, Oct. 10/84

WHAT'S AT STAKE!

In the next few issues of the bulletin members of the Negotiating Committees hope to outline in some detail the issues still facing us. If you have any comments, questions or suggestions, grab a Nego. Committee member on the picket line and we'll have a chat.

JOB SECURITY: The following is the exact language presented to us by the administration at 2:00 a.m. on September 14th. They have held to this position ever since.

"In the event the employer determines that a layoff of a full-time employee is required, the following procedure will apply.

- 1) The Employer will identify the job no longer required to be performed.
- 2) The least senior full-time employee performing the identified job will be declared redundant.
- 3) The employee designated as redundant in #2 above will displace the least senior full-time employee in the bargaining unit whose job the redundant employee has the necessary skills, qualifications and experience to perform.
- 4) Such displaced employee will displace according the same procedure in #3 above.
- 5) An employee who displaces another employee under #3 above will have her salary red-circled for the period of such displacement.

RECALL: When a full-time vacancy occurs, a laid-off full-time employee, if not laid off for a period in excess of 2 years, shall be recalled in the order of seniority provided she possesses the necessary skills, qualifications, and experience to perform the job, and provided she has provided her current address to the personnel department. No full-time employee will be hired until full time persons on layoff have had an opportunity of recall."

This language is dangerous for a number of reasons. What will it mean for management to "identify" the "job" to be declared redundant? Almost all of us in the Library have individual job titles - Code D Scheduler in Science or Periodicals Librarian in General Reference or Lead Hand Technician. "Identifying" a job will almost always mean "identifying" an individual who is then necessarily the least senior.

The language sets up a "bumping" procedure which puts the onus on the individual (#3 above) to qualify for another job and which includes the criterion of "experience".

So, for example, if the redundant position were a Code B position in Book Information and the only "experience" the "redundant" employee had was in Book Information that employee would not be able to bump into another job even with 10 years seniority.

NOTE: "experience" also becomes a factor for recall if laid off.

The language in effect sets up departmental seniority and code seniority.

The red-circling of an employee's salary is also a new proposal and does not make any sense---if the employee is performing the job to which they are assigned, they should receive wage increases and increments like anyone else.

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What the unions are proposing now is that we want to maintain the current language in the contract, which provides for library-wide seniority. It says that in the event of a lay-off, the least senior employee of the Board would be the first to go. (We had proposed to tighten up the present language, but have withdrawn these proposals in the hope that management would withdraw theirs. They have not.) In addition, we are proposing: No full-time employee with "at least one year's seniority shall be laid off. No part-time employee with at least 500 hours service recognition shall be laid off." Local 2758 wants no "permanent employee" to be laid off.

The Negotiating Committees feel that it is essential to secure this guarantee this year. Management's attempt to change our language on lay-off and recall procedures, we think, shows very clearly their intention to lay-off employees. We think that any jobs that are lost should be lost through attrition first of all. We also think that allowing layoffs up to one year, gives them plenty of room to manoeuvre. That they refuse to even consider this proposal shows their plans very clearly. We all have cause to worry. Job security for employees with more than one year is something we obviously need now.

Sue Genge

TODAY!!! 4:30 - 6p.m. There will be a rally of CUPE Locals from the Metro Toronto area as an expression of support for our issues. Be sure to join the action - there will be speakers, messages of support, financial donations, and the first public performance of our choir. We will certainly be an impressive sight for management when they leave work(?) If your picket duty is in the morning try to come back for the rally; we are expecting lots of support.

- Henceforth, pickets will be assigned a door/side of the building to patrol (by the picket captain) and will be rotated every half hour to avoid boredom(?). Please cooperate! This is necessary because persons unknown have been entering the library unchallenged. It is important that anyone attempting to cross the picket line be informed that there is a strike and requested to respect the picket line.

Last Wednesday Mike Rodgers and Kathy Scott put enough pressure on a young delivery man to stop him from crossing the picket line. He carted his undisclosed delivery away in an anonymous grey truck. Kathy and Mike reported disappointment that they didn't get to throw themselves in front of the truck.

We know that there are more stories like this one, which are being left untold because of modesty. If you hear of any daring deeds etc. let us know. Congratulations to all those picketers who are stopping people from crossing our lines but whose daring we haven't heard about. ...And keep up the good work.

WATCH FOR THIS NEW MANAGEMENT TACTIC: On Tues. afternoon, when a Purolator courier was unable to cross our line, a secretary was sent to Donut World to deliver the package to the truck.

Did a certain 1582 member eat too much turkey for Thanksgiving? She was overheard making "gobbling" sounds as management entered the building on Tuesday.

- More people are still needed on the late afternoon shift (3:30 - 6:00) and Friday and Saturday.

1806 STRIKE PAY: Strike pay for 1806 members, which is being paid once every two weeks, will be ready for Monday, Oct. 15th. 1806 members can collect their strike pay at the Headquarters, Monday morning. Members who picketed less than 10 hours last week can make up their time this week. If you have picketed less than 20 hours...

METRO COUNCIL?

Genge, Mindy Ginsler, Ken Moreton, *Jack White*, and Linda Cornwell met with Jack Layton and Dorothy Thompson at City Hall yesterday. Our letter to Metro Council is coming up on Friday morning. Today we will spend the day lobbying members of Council so that they will be supportive of our position when the letter is addressed in council. Jack White helped us compose a resolution that is going to council as a result of the meeting with the alderpeople. The following is the resolution:

Whereas the workers of Metro Toronto Library C.U.P.E. L. 1582, 1806 and 2758 are employees of Metropolitan Toronto and
Whereas all other employees of Metro Toronto have settled their collective agreements as of May 28 and
Whereas the employees of M.T.L. entered into negotiations April 30 only to be confronted with over 100 proposed takeaways by the employer and
Whereas after 5 months of bargaining the employers position has not changed forcing the said local unions of Metro to take strike action,
Therefore be it resolved that employees of M.T.L. be treated in the same manner as other employees of the Metro Corp. and
Be it further resolved that the Library Board be instructed to remove the offensive takeaways from the table and further be instructed to resume bargaining.

Hopefully many of us will be sitting in the galleries of Metro Council Friday morning to see this resolution pass.

PRESS CONFERENCE/RALLY AT CITY HALL - FRIDAY, OCT. 12th - 9a.m.

Friday morning at 9:00 a.m. there will be a rally at city hall to coincide with the Metro Council NDP Caucus press conference on our behalf. Following this, we will enter the council chamber wearing buttons only, no picket signs, to be present for the 10:00 a.m. session of Metro Council at which the NDP Caucus will attempt to put forth a motion for discussion of our situation. The caucus would like to see as many of our members present as possible, to increase the significance of their action. Please sign up for this with the picket captain for your local.

FULL STRIKE COMMITTEE MEETING - THURSDAY, OCT. 11th - 2 - 4p.m. at 112 Danforth (at Broadview Station). As many people as possible should attend this meeting. We will be assigning a crew of picketers to stay at the library. We hope everyone else will attend the meeting. It is your opportunity to hear what has been happening, express ideas, opinions, concerns, etc.

- The Headquarters Committee will meet at 112 Danforth at 1:30 on Thursday.

DONATIONS: We have received about \$77 in miscellaneous donations from individuals. Tuesday, Oct. 9th we received a note of support and encouragement as well as a donation of \$50 from Beth Rodger, a member of Local 1996 (Toronto Public Libraries). If you are in the office ask to see the card - it will do your heart good.

- The Publicity Committee is sending a letter to the Library Boards in the Metro area outlining our concerns and asking them to encourage their representatives on the Metro Library Board to negotiate fairly with us.

Metro Public Libraries started their strike today. We have three locals involved - L.2758 (Maintenance & Caretakers); L.1582 (Clerical & Technical); L.1806 (Librarians). The major issues here are Job Protection and Technological Change.

The locals have had three meetings with the conciliation officer - August 20, 21

and 22nd. Issues unresolved: ENTIRE COLLECTIVE AGREEMENT. (taken from the C.U.P.E. Ont. Division "Newsbulletin")

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Local 79 Stewards Meeting: Tuesday October 9

Ken Moreton, Peggy Keefe and Sue Genge spoke at the stewards meeting of Local 79 last night. Their stewards meeting is larger than our membership meetings. About 50 stewards were present.

Jeff Anthony, chairman of the emergency measures committee of the local introduced Sue. Jeff has been helping us a great deal with Solidarity work with the local. He asked L.79 to give of their time in the upcoming weeks both at City Hall and at the Library picket line. Sue spoke about the issues in general and how they affect all the public sector workers in the city. Peggy expanded on the issues while Ken addressed the issue of contracting out - describing management's strategy as blackmail - and that we would stay out on the streets until the takeaways were gone. L.79 would be making a financial donation to us at their regular membership meeting.

Local 43 Executive Meeting: Tuesday October 9

Tricia Wright and Judy Darcy spoke to the executive of Local 43 last night. These workers are also employees of the Metro Toronto Corporation. They will be considering a financial donation to us in the near future.

KEEP TALKING TO THE PUBLIC:

when they hear about our issues they are very sympathetic.

Let's renew our message to the public - put your own slogan on the back of the picket signs. There are materials available in the office.

Sample slogans:

"Only real people can be user friendly"

"Experienced workers must be refillable not disposable"

On strike to protect our old contract!

"We worked understaffed for years... for this!?"

For more suggestions contact Judy McCann. If you have any ideas let us know (by wearing them on the picket line).

Strike shows why Toronto unions are formed ^{Toronto Star}

I would like to express my gratitude, appreciation and support for the workers of the Metro Central Library who are now on strike.

In reply to the question of what unions want, Samuel Gompers once said "More." Unions have generally followed this maxim, asking for more of the economic pie, more wages for less work, more say in managing their organization, etc. But these library workers are only asking to keep what they have. What they most want to keep is their jobs.

Library workers may not be as essential as transit workers or garbage men or as newsworthy as autoworkers. I suspect that the Library Board believes this and is trying to break the back of the union and to force it to eventually settle for an unfavorable contract.

As a user of the library I want to see it re-opened soon. As someone who regularly uses the services of the library workers I fully support them and their cause. This strike represents the reasons unions were formed in the first place: To protect workers from the arbitrary and often unjust powers of an often tyrannical management.

WILLIAM DANIELS
Toronto

CORRECTIONS

"Antonio" who stopped the grass-cutters last week is really Juan Andrade. Gracias, Juan.

Daycare/Childcare - 1806 will be paying half the total cost of Daycare (ie. for all locals).

The Student Outreach Co-ordinator is Kathy Scott - anyone who is interested in organizing student support, contact Kathy. We are

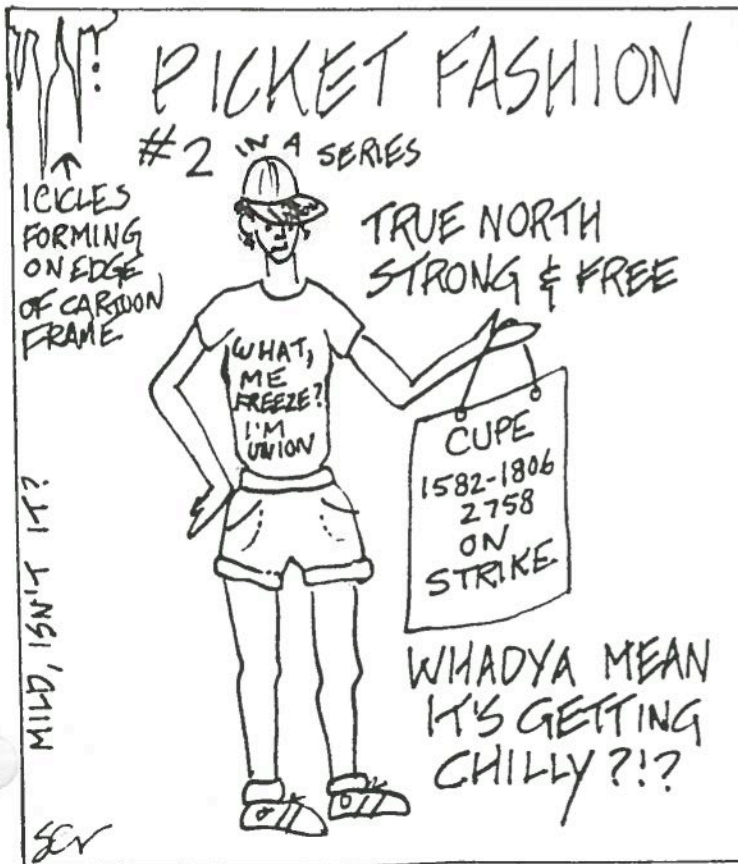
STRIKER'S SPECIALS: Jason's offers coffee/tea for 25¢; hot soup for 75¢; breakfast for \$2.00; hamburger special for \$2.25 (all tax included).

CANADA SAVINGS BONDS: According to our CUPE Rep., Jack White, 1984 bonds held by our members on strike should not be endangered. It's not entirely clear, however, what will happen. Probably either a lump-sum payment may be required on premiums upon returning to work or the value of the bond may be reduced proportionate to the missed premium payments. As for 1985 bonds: they will be made available in November; we're uncertain how long they can be purchased. In any case they can also be obtained through any chartered bank at no different rate.

NEW SONG TO THE TUNE OF "I'VE BEEN WORKING ON THE RAILROAD"

We've been walking on the picket line
All the live-long day
We've been walking on the picket line
Because of all those take-aways
Can't you hear the Union shouting
"Rise up together, and strike!"
Can't you hear the Union shouting
"The Union is our might!"

Metro, don't you know
Metro, don't you know
The Union's going to win today, today
Metro, don't you know
Metro, don't you know
Solidarity is here to stay!



PICKET LINE FASHION CONTEST

Show your colours! Prizes have been donated to the cause. Bottles of wine, in descending order of magnificence, for the first, second and third place winners.

Some of you have been asking if you can enter more than once. The judges ruling is: YES, if your outfits are substantially different, enter as often as you like.

Remember, the revised time of the contest: THURSDAY, OCT. 11
11 a.m. and 3:45 p.m.
in front of the Library.

If you have any stories, songs, etc. you would like to pass on in the Strike Bulletin give them to Sheila, Risa, Eliz, Rob, Kathy Scott, Judy McCann - on the picket line - or leave a message at Headquarters.