



# The Seventy-Niner

## CANADIAN UNION OF PUBLIC EMPLOYEES

34 St. Patrick Street  
Toronto, Ontario  
M5T 1V1  
Tel: (416) 977-1629  
Fax: (416) 977-9546  
www.cupelocal79.org

### Executive Committee:

*President*  
Tim Maguire

*First Vice-President:*  
Nancy Murphy

*Vice-President -  
Chief Steward:*  
Jason Desjardins

*Vice-President Equity:*  
Ainsworth Hamilton

*Recording Secretary:*  
Sofia Reno

*Membership Secretary:*  
Linda Rose

*Treasurer:*  
Lily Chang

### Assigned CUPE Representatives:

Derek Lue  
Janet McIvor  
Sharon Rodgers  
Don Styles  
Charles Van Vliet

### Bargaining Units:

*Bridgpoint Hospital*  
- Nurses & Paramedical  
Units  
- Service Units

*City of Toronto*  
- Full-Time  
- Long-Term Care Homes  
& Services Part Time  
- Recreation Workers  
Part-Time  
- Unit B Part-Time

*Toronto Community  
Housing Corporation*

**SERVING OUR  
MEMBERS  
SINCE  
1942**

## President's Message: Opening the door to a new era

From our humble beginnings of 1,400 members in 1942 to a vibrant and diverse membership of nearly 20,000 in 2017, CUPE Local 79 has become a leader in promoting good stable jobs, holding the line on public services, and standing with our allies to stand up for communities. I am honored to serve our local through a new era of working with our members and allies in support of the services you provide and in support of the broader community.



This year I was pleased to be a part of ushering in the Local 79 Executive's new strategic plan to engage members, act with allies and elect supportive politicians with a goal of reducing inequality through stable jobs for our members and communities. In my time as President, I have been humbled by members' degree of commitment and interest in supporting their union. I have had the fortunate opportunity to visit with many of you in the workplace during labour management meetings, our good jobs campaign and member engagement activities. Members' receptivity and willingness to participate – whether it be deputing to City Councillors on housing, childcare, or recreation; showing solidarity through online campaigns and workplace actions such as Blue Mondays and working to rule during bargaining – is nothing short of inspired. It is this level of engagement that will make us stronger in the end.

As we move forward and Local 79 begins implementation of its strategic plan, our focus will remain on protecting good, stable jobs in the face of Toronto's growing inequality. A good job is the best way out of poverty, though access to affordable housing and sustained funding for City services that support Toronto's communities

are also essential. City of Toronto workers need stable jobs to provide stable and growing services for our growing population. Toronto's population is projected to rise from 2.88 million in 2016 to 3.89 million in 2041 – an increase of 35%. As we approach another round of yearly budget reviews, too often filled with cuts to staffing and services, we will continue to look to you, our members, to defend the services you provide. There are many ways Local 79 members support each other through their union – becoming workplace leaders, joining union committees, getting involved with engagement campaign activities – all are equally as important as being an elected officer. As we think about where we are going, I hope you will be inspired by how far we have come and enjoy some of the proud Local 79 history we share with you today.

In Solidarity,

Tim Maguire  
President

[@TimLocal79](https://twitter.com/TimLocal79)

P.S. I hope you will join us to celebrate 75 years of supporting good, stable jobs. Limited tickets!

Visit [cupelocal79.org/gala](http://cupelocal79.org/gala) for tickets.



# OUR HISTORY HIGHLIGHTS

**1942 Birth of a Local.** The Local 79 Toronto Municipal Employees' Association, with its 1,400 members, is granted its charter by the Trades and Labour Congress of Canada (TLC). The new Local takes swift action, negotiating successfully with the City months before receiving certification from Ontario's labour court. Its first contract is adopted on May 29, 1944.

**1948** City workers earn an average of \$35 a week, slightly more than the national average. Over a few short years Local 79 makes gains on higher wages, shorter hours, sick pay, vacations and overtime, in addition to settling hundreds of grievances.

**1952** Local 79 bargains its first pension plan into the Collective Agreement – one of the most important breakthroughs of its history. Local 79 negotiators have steadily improved pension benefits, including eligibility for part-time staff. Members now belong to OMERS, one of the best pension plans in Ontario.



**1951 - 1956 Setting up shop.** Local 79 opens its first union office in Toronto's Old City Hall in 1951. It proceeds to set up an extensive city-wide system of shop stewards to support its growing membership, and negotiates the grievance procedure into the Collective Agreement in 1956. During this time, the Local begins its fight for equity and job security when it successfully blocks a discriminatory proposal by management in 1954 that when a woman marries, she would be transferred to temporary status and lose her sick pay benefits. The term "temporary employees" can be traced back to when the City hired women after World War II, they were deemed to be temporary and could be laid off no matter their length of service.

**1955 - 1963 A growing movement.** Consolidation of the labour movement intensifies with shifts and alliances among trade and public unions. The Canadian Union of Public Employees (CUPE) is formed in 1963 by a merger of two national public employee unions: NUPSE and NUPE.

**1964** Responding to issues of the day, Local 79 negotiates a no-discrimination clause that prohibits discrimination on the basis of race, sex, national origin, political or religious affiliation, and union membership. Later, it will add the 'no sexual harassment' clause into the Collective Agreement in 1981.



**1972** Local 79 becomes one of the first unions to negotiate maternity leave into its Collective Agreement and has been a major proponent of universal, public, affordable, quality daycare since the 1970s.

**1974 - 1978 Women & Pay Equity.** Local 79 forms its Status of Women Committee (1974), sends 12 female members to the founding convention of Organized Working Women to advocate for trade union women, and partners in a joint union-employer committee to promote action on hiring and promotion for under-represented groups. During this same time, the Local initiates creation of a job evaluation system that awards female-dominated job classes, including Public Health Nurses and Children's Services staff, the wages those jobs merit on the basis of skill, responsibility and working conditions. A 1978 Collective Agreement negotiates a permanent Job Evaluation process to combat gender-based wage and employment discrimination.

**1980 - 1982 Health & Safety.** In 1980, Local 79 began establishing Health & Safety Committees for inside workers, and held its first Health & Safety Recognition Event in 1982. This was a pivotal moment that, for the first time, recognized non-physical risks and gave inside workers a say in their workplace conditions.

**1983** Local 79 President Jeff Rose is elected CUPE National President.

**1983 - 1985** Local 79 fights for recognition of workers in Homes for the Aged (now LTCHS), receiving an arbitrated settlement for its first contract with the homes' 1,100 part-time workers. Local 79 launches a campaign to address disturbing conditions in the City's Greenacres care home, which led to a public exposé and corroboration by the City's medical director that forced City management to increase funding to homes.

**1994** The Lieutenant Governor opens the Muriel Collins non-profit housing co-op built with Local 79's sponsorship. *Learn about the extraordinary life of Muriel Collins on our website at [cupelocal79.org](http://cupelocal79.org).*



**1990 - 1995** A deep and prolonged economic recession and provincial unemployment rate of 11% leads all levels of government to decrease spending in the face of a weak economy. Federal transfer payments to the province are slashed in 1992 and municipalities have to choose between decreasing spending and services, or maintaining spending with dwindling tax revenues. Despite significant cutbacks threatening the jobs of public employees, Local 79 is able to protect workers by negotiating generous severance packages, early retirement with no pension loss and guaranteed terms of employment – all while holding the line on services. However, by the mid 1990s, a win by Ontario's Conservatives solidifies anti-tax sentiments that overshadow public spending on services, and decreased government spending becomes entrenched.

**1995 - 2000 A megacity is born.** The 1995 win by Progressive Conservatives leads to downloading costs and services for a number of social programs including social assistance, housing and ambulance services. In protest, Local 79 marches with over 100,000 people on October 26, 1997 for the Metro Days of Action, and focuses its bargaining efforts on preserving jobs and services. Local 79 readies for one of its biggest fights as Toronto's six constituent municipalities are dissolved into a newly amalgamated City of Toronto. Pushed through by the Province after a decade of budget cuts, downsizing, downloading and restructuring, amalgamation challenges Local 79 to bring together 27 different contracts and harmonize wages, job descriptions, seniority and promotions. It was only after Local 79 went on strike that we achieved fundamental standards such as job promotion and succeeded at protecting job evaluation. By the end of 1999 Local 79 has over 10,000 members in 800 workplaces, becoming the largest bargaining unit in Canada.



**1996 - 1998** Organization of Part-Time Unit B and Recreation Part-Time workers. Today, Local 79 Recreation workers make up our largest contingent at almost 10,000 members strong.



**2001** Despite being outnumbered, Local 79 wins a representation vote at TCHC and later negotiates the unit's first collective agreement in 2006.

**2002** Local 79 strikes again to protect employment security against an employer attack that would have led to huge losses, including the privatization of Toronto Water.

**2007** The union moves to its offices at 34 St Patrick Street where elected officers, Local 79 staff and CUPE servicing representatives assigned to the Local support members. The five-storey structure is a far cry from the Local's modest first digs at Old City Hall. Local 79 Health & Safety with the City initiates "Target Zero" to reduce workplace accidents, after the City of Toronto receives the unflattering recognition of having one of the worst health

and safety records in the province.

**2008** Local 79 members celebrate Toronto's LGBTQ communities and show pride in our diversity with our first annual march in the Toronto Pride Parade.

**2009** For six weeks, Local 79 members stand strong to defend sick pay and severance provisions during the longest strike in the Local's history!



**2011** Local 79 launches *Taking Care of Toronto*, its most powerful public engagement campaign, to showcase how members take care of Toronto every day, and launches its *Recreation Works* campaign to win greater investment in recreation programs across the City.

**2012** Local 79 is recognized for its charitable leadership with the "2012 United

Way Toronto Spirit Award for Best Organizational Support in the Public Sector" acknowledging its numerous fundraising events and active encouragement of membership donation. "The Labour Movement was built on the principle of people helping people," notes CUPE Local 79 President Tim Maguire. The Local's first charitable acts included individual member contributions to Victory Bonds during the second World War when the union was formed.



**United Way**

**2013** The new Bridgepoint Hospital opens. Bridgepoint has evolved from the “House of Refuge” constructed on the same site in 1860 to shelter Toronto’s “poor, needy and disabled”, into the single largest organization in Canada to focus exclusively on research, care and teaching for people with complex health conditions.



**2013** Working with labour and community allies, Local 79 stops the contracting out of cleaning and pushes the City to commit to decent job standards for both its own employees and those of any City contractor.

**2015** Local 79 members vote to affiliate with the NDP, allowing Local 79 member-affiliates to attend conventions and have a say in building a movement that represents our needs and desires. Tim Maguire attends the Edmonton Federal Convention in April 2016 as the Local’s first delegate.



**2016** Local 79 joins with allies to launch the *Toronto Can Do Better* campaign, a joint effort with other CUPE locals at the City and CUPE National, to call on the City to counteract growing inequality by expanding public services and investing in good jobs, reliable transit and affordable housing. Local 79 launches its *Good Jobs*

*Workplace Action Campaign*. The member-based campaign engages members in actions they can take to improve workloads, job stability and service quality issues in their workplace, as well as through the HR process, advocacy at City Hall and ultimately bargaining in 2019.

**2016** Local 79’s Human Rights, Young Workers and Women’s Committee each send member representatives as part of an all-female contingent to the historic “Women’s March on Washington” to protest actions against President Trump’s racism and sexism.



**2017** Local 79’s Annual Equity Symposium turns 10! The City of Toronto and CUPE Local 79 cooperate to host this event with the goal of improving equity in our workplaces.

**2017** Local 79 takes lobbying at City Council to a new level by linking member and ally engagement to our efforts at City Hall. We succeed at increasing staffing in Planning, protecting shelter services, stopping the sale of Toronto Hydro and pushing back the mass sell-off of Toronto Community Housing. Our current efforts focus

on decent work standards, advocating for flex-time in Public Health, and pushing to keep growing public services to match Toronto’s growing population.



**For 75 years, Local 79 Members have benefited from the union advantage.**

- A strong voice to defend you.
- Better wages, benefits, pensions, and working conditions.
- Employment security protection from rollbacks, privatization and contracting out.
- Protecting public services



Test your knowledge of Local 79 history for a chance to win a prize! Question: *In 1994, CUPE Local 79 sponsored the opening of which non-profit housing co-op?* Email your answer to [aconte@cupelocal79.org](mailto:aconte@cupelocal79.org) with the subject heading “Quiz!”

# October General Membership Meeting

Tuesday, October 24<sup>th</sup>  
6:30 p.m.

Steelworkers Hall  
25 Cecil St.

The October meeting will provide an update on a number of issues from the City, TCHC and Bridgepoint Hospital.

The following Notices of Motion will be discussed, debated and voted on (if there is quorum):

- That Local 79 accept the transfer of jurisdiction from CUPE Local 2652 to CUPE Local 79 in accordance to the CUPE National Constitution ‘Guidelines For Mergers And Transfer Of Jurisdiction’ and amend Local 79’s bylaws accordingly to reflect the new bargaining unit.

- To donate \$10,000.00 to CUPE Local 1600 (Toronto Zoo) to help them with their recent labour disruption costs.

- That Local 79 donate \$400.00 to Black Lives Matter after confirmation in writing from CUPE Ontario Division regarding how the funds will be utilized.

Elections will be held for delegates to the 2017 OFL Convention.

Nominations will be accepted at the meeting for the election of Officers for the 2018 – 2020 term. The election will be conducted in the usual manner, through a mail-in ballot, and the results will be announced at the November General Membership Meeting on Tuesday, November 28<sup>th</sup> at the Steelworkers Hall.