



Toronto Civic Employees' Union, Local 416

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LOCAL 416

Affiliated with the Canadian
Labour Congress and the
Labour Council of Toronto
& York Region

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October 16, 2019

David Black, National President
Canadian Office and Professional Employees' Union
301 - 4501 Kingsway Street
Burnaby, BC V5H 0E5

Brother Black:

I am writing to you with respect to COPE Ontario staff who have been on strike since Wednesday, October 2nd.

As both a Union President and COPE Local 343 employer, I find it contemptible that there has been no real progress or intent to bargain a fair contract with your COPE Ontario staff.

Toronto Civic Employees' Union, CUPE Local 416 is in our 102nd year and to date, our COPE 343 employees have never been in a position that necessitated the need to take labour action. As a union employer, and more importantly, as trade unionists, it is the mandate of the Local 416 Executive Board, when bargaining with our staff, that we set an example and lead the way to lay a path for other employers to follow. As such, I find it deeply unsettling that no progress has been made in getting this labour action resolved by getting back to the bargaining table and offering a fair resolution to your own staff.

It appears that COPE Ontario, without any consequence or direction otherwise from COPE National, is setting the labour movement back years by attempting to undermine and erode the hard earned wages and benefits of its own employees.

More importantly, this unnecessary labour action is one that may have a negative outcome on your own COPE membership when their collective agreements expire and employers take the same position that COPE Ontario has taken with its own staff. The actions taken thus far are counterproductive to the objectives that we seek to achieve as labour leaders.

I strongly urge the COPE National board members to direct your provincial counterparts to get back to the bargaining table without delay. It is imperative that you put an end to this labour action and treat your staff with the same dignity and respect that you expect from your member employers.

In solidarity,

Eddie Mariconda
President
Toronto Civic Employees'
Union - CUPE Local 416