

CUPE Local 500 - Background Information Alternate Service Delivery (ASD)/Modified Managed Competition Process Golf Courses and Custodial Services

Modified Managed Competition Process

The Modified Managed Competition process undermines the collective bargaining process, and it is CUPE's position that an independent bid from CUPE would be illegal and contrary to our role as a union and bargaining agent, which is proscribed by law in the Labour Relations Act of Manitoba.

If CUPE was to submit a bid or enter into this process, and if CUPE's bid were to succeed, we would become an employer to our own members. Our role is not to submit business proposals. Our role is to represent city workers.

In-house bids should only be initiated, developed and submitted by management.

The fact is, the city managers and our elected officials are trying to shirk their responsibility to manage, and are trying to draw the union into a bidding war.

Alternate Service Delivery

CUPE Local 500 has maintained its opposition against privatization and contracting out; that services being delivered by the lowest bidder becomes a "race to the bottom" for public sector workers and devalues the services we provide.

Our positions on the Alternative Service Delivery models have been made clear. Our position on the Golf Courses and Custodial Services has been made clear, and our position on Modified Managed Competition has been made clear, and is available on public record.

CUPE has a proud history working with city management and politicians to find creative ways to provide the services that we deliver. The union and its members are always willing to improve services and are able to offer valuable knowledge and experience.

Compressed work weeks, flexible shift arrangements, and other mechanisms have all achieved those ends. We will continue to work on these types of initiatives, but we feel compelled to point out that Unions do not bid on the work that of its members. Think about the precedent this could set for schools or hospitals.

Golf Courses

Over the past several years, CUPE has advocated and recommended that the City formulate a business plan to examine its golf course operations. We believe that through a capital improvement and marketing plan, the municipal golf courses have the potential to remain strong community assets. Rather than coming up with a solid strategy, the City has decided to forfeit responsibility and simply sell the golf courses off. Winnipeggers have lost trust in City Hall's ability to manage effectively.

Custodial Services

CUPE firmly believes that by contracting out custodial services, the City will lose its ability to ensure that dedicated and qualified staff are performing the job. It is the contractor, whose main concern is keeping employees and material costs down to earn a profit.

Currently, the in-house building service workers, act as much more than janitorial and maintenance staff. They are in many cases, on the front line greeting and assisting the public. They are also available to assist other city staff in small requirements – moving, light maintenance, assisting the public. These duties are not listed as their typical duties but they perform them without hesitation and with a high level of professionalism.

One specific human resource function that in-house, building services provides is in redeploying accommodated personnel. Local 500 has long maintained that injured workers and disabled employees' are a valuable resource to the City. Many of these employees are capable, willing and able to perform meaningful work which is productive

to the City. The proposed contracting out of the custodial services will have a direct impact on the City's ability to provide rehabilitative employment opportunities for injured or disabled workers.

We firmly believe that contracting out does not benefit the city in the long run and can in fact cost taxpayers more.

/kb LSU

February 21, 2013