

**August 15, 2014**

**Re: Rumours and Misinformation – Public Works Unit President Position**

Greetings:

On Monday, July 28, members from the Public Works – Streets Division, attended their unit meeting and subsequently the Central Council meeting, many with the understanding that the "union" was taking away the Public Works Unit President's position.

This is completely false. The Public Works Unit President is, and continues to be, an elected position within the Local 500 structure. In addition, an arrangement between the city and the union provided for the Public Works Unit President to work full-time, paid for exclusively by the employer. This arrangement is no longer in place. We understand the importance of having a full-time position to deal with the very real day-to-day labour relations issues of the members. That is why we have filed a grievance with the employer regarding this issue.

It is unfortunate that false rumours and misleading information continue to shift the focus from the real and pressing issues of our Local. In addition to bargaining and the upcoming civic election, there are several reports regarding contracting out in Public Works that could move forward to the city's Alternate Service Delivery (ASD) Committee as early as this fall. These are the real and pressing issues in Public Works – ones that could affect public services and our jobs!

It is for the above reasons we are providing the following Q & A (see over) in order to dispel any further false rumours and/or misleading information.

In solidarity,

A handwritten signature in black ink that reads "M Davidson". The "M" is stylized with a large loop, and "Davidson" is written in a cursive script.

Mike Davidson, President  
CUPE Local 500

MD/ng  
cope342



## **Q & A – Public Works Unit President’s Position**

**1. Is the position of Unit President gone from the Public Works Unit?**

No, there is still a Public Works Unit President but it is no longer a full-time paid position. This decision was made by the employer - not by the Local.

**2. Do other units have full-time president positions?**

No, the Public Works Unit is the only one in our local's history that has had this arrangement in place for the past number of years. At one time, the local had 13 units with 13 unit presidents but none were ever full-time paid positions.

**3. Why did the city remove the full-time position?**

The employer felt it wasn't getting its monies worth from the position and felt the current working environment was less than positive in dealing with the day-to-day labour relations issues.

**4. Is the Unit President the only one responsible to deal with member concerns or Step 1 Grievance issues?**

No, the unit executive members and/or shop stewards are also responsible for assisting the members to resolve workplace concerns or file Step 1 grievances. This has been a long-standing practice for all the units within Local 500, whether there is a full-time president or not.

**5. What is the Union doing about the city’s removal of the full-time unit president’s position?**

The Local has filed a grievance regarding this matter with the employer.