

# **CUPE LOCAL 1978 UNION BULLETIN**

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## **CRD Service Delivery Review of the Environmental Services and Water Departments The Union's Perspective**

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The CUPE Local 1978 Executive has received numerous inquiries from our membership about the Service Delivery Review. This is the first of a number of bulletins to inform CUPE Local 1978 members about what we know.

To date, there has been no meaningful consultation with the union in the Service Delivery Review process. The union has formally requested a copy of the report which has been reviewed by senior managers and apparently has been signed off by the steering committee. We have yet to see it. We do not know how or whether our members' input during the consultant's meetings has been incorporated into the report.

The majority of employees affected by the review will be union members who perform and know the work best. We have an excellent track record of protecting public health and the environment in our region. Union input is essential to ensure the successful implementation of any organizational changes that will affect our important public services.

At the labour management meeting held on December 11, 2008, the union was advised by the employer that no employee would lose a job with the CRD as a direct result of the Service Delivery Review project. However, at the same meeting the employer stated that the required Section 54 process would be initiated as appropriate and required. Section 54 states that the employer must give the union 60 days' notice if it intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees. An excerpt of Section 54 of the Labour Code is attached.

The employer has failed to follow through with its commitment to involve the union through the steering committee, as stated in its employee updates. We also have yet to see what the benefits of this review will be to managing our resources.

CUPE 1978 is committed to efficient, cost effective service delivery. At this point, we cannot support the service delivery review because we have not been involved in its development or been given the opportunity to provide meaningful input.