



Speech By Matt Figliano, Executive VP, CUPE Local 416
For presentation to Public Works & Infrastructure Committee
City of Toronto
Wednesday, January 18, 2017

Dear Chair and Committee Members,

My name is Matt Figliano and I am the Executive Vice President of CUPE Local 416. I'm here today representing City of Toronto Solid Waste employees...the men and women who work hard on behalf of the City of Toronto each and every day, collecting waste east of Yonge Street...hard working men and women who will lose their jobs if Scarborough's waste collection is privatized.

I am respectfully asking that this Committee do the right thing and what's best for Torontonians – keep waste collection public in Scarborough.

Some Councillors have argued in favour of privatizing solid waste collection for years, claiming time and time again that it will save the City money – millions of dollars, but the facts prove otherwise, and the current report before you shows no factual evidence that support their claim.

In fact, there are several facts that prove that public service waste collection in Scarborough is efficient and competitive. In September, 2015, this committee received a report from the previous Manager of Solid Waste that was peer-reviewed by Ernst & Young LLP, one of the most reputable independent business services firms in North America, which concluded that contracting out solid waste collection any further would not save the City money. In fact, this report found that Scarborough actually has the **LOWEST** waste collection cost per stop in the entire City! This means that our members – City of Toronto **PUBLIC** waste collectors – collect waste for **LESS** than the private sector does in other parts of the City. This new report before you today shows no evidence to the contrary.

Furthermore, a poll released just last week found that 66% of surveyed residents living east of Yonge Street **and** 60% of those living west of Yonge Street do **NOT** believe further privatization of garbage collection in the City of Toronto is a good idea.

So, we have City of Toronto taxpayers saying they do not support further privatization and we have objective evidence from city staff and independent financial analysis recommending to keep Scarborough waste collection public...so why are we even discussing this? The Mayor has repeatedly said this is not about ideology...but it seems to me that there is little evidence to show otherwise.



This **IS** an ideological debate. This is a debate about whether the City respects its employees and recognizes their hard work. This Privatization push by the Mayor is an attack on the frontline worker. The city can be a leader for decent, safe and reliable careers. The jobs that will be lost through privatization are done by hard working City employees. These jobs support families, a decent quality of life, and allow our members to retire with dignity. These hard-working people make about \$50K a year. It's a decent wage for an **extremely difficult job**.

Now, on the suggestion that CUPE Local 416 should bid on the contract to compete with the private sector. This suggestion is being made by the very same people who have written a report that favours the privatization of garbage collection. This is a clear conflict of interest. **Local 416 will not be dependent** on the Senior City Management that will determine the cost of collection as it compares to the private sector.

Local 416 members are employees of the City. We are not structured to be able to hire, fire, control revenues and expenses, or perform any other activity needed to run a business that can bid on these tenders.

Last year, Local 416 negotiated a new 4-year contract with the City, extending a long-standing partnership between the union and the residents of the City. This agreement represented Local 416's commitment to the City and its residents and its intent was to pursue public service excellence, and cost effective service delivery.

Our members are hard working employees of the City. They are not collateral damage that can be used by the Mayor to advance an ideological objective. They are not garbage and they should not simply be kicked to the curb as though they were. They provide an important service to many residents each and every day, and they do it well. The facts are the facts and privatizing waste collection in Scarborough will not save the city money. The hundreds of members that work hard in solid waste on behalf of Torontonians should know that they have a government that appreciates and recognizes their dedication and hard work.

In closing, the only excuse that the Mayor has made regarding pursuing privatization in Scarborough is to save money. The evidence and the facts before you conclude once and for all that the City won't save money. All that is left by those still pushing for privatization is rhetoric and ideology. I ask that you resist the temptation of ideology and support the facts by voting to maintain solid waste collection in Scarborough by city employees.

I will reiterate my ask that you vote against the recommendations in this report. You have the opportunity to send a strong message to current City employees, and your residents, that the City does not treat employees like a commodity. You have heard what the taxpayers want and are voting based on the facts – not on ideology. Thank you.



Press Conference Speech
Toronto City Hall
December 8, 2016

SECTION I

Presented by: Mark Hancock, National President, CUPE

Good morning, my name is Mark Hancock and I'm the National President of Canadian Union of Public Employees, Canada's largest union. I'm here today with Matt Figliano, Vice President of CUPE Local 416 representing 500 City of Toronto Solid Waste employees... the men and women who work hard on behalf of the City of Toronto, collecting Toronto's waste east of Yonge Street...an important service that residents rely on each and every day ... hard working men and women that Mayor Tory wants to fire through privatization.

When Mayor Tory announced last month that he is planning to privatize garbage east of Yonge Street, he never once talked about the people that he intended on firing. In fact, he didn't even have the decency to talk to any of the front-line workers before-hand to find out from them how hard they work and how they are dedicated to customer service excellence and efficiency.

Mayor Tory has repeatedly disrespected the hard-working employees of the City, and he will continue to do so if we don't stand up for them and inform the public about the facts. Today, I am here to tell Mayor Tory that this disrespect stops here....

SECTION II

Presented by: Matt Figliano, Vice President, CUPE Local 416

My name is Matt Figliano and I'm the Vice President of CUPE Local 416. Today Local 416 is launching a campaign called "Kicked to the Curb" that will promote the facts about solid waste collection in Toronto. Starting today, and running throughout the holiday season and into January, we will be engaged in this fact-based campaign throughout our city that will educate and inform the public about the service, efficiency, and value that these 500 men and women working for the City provide to the taxpayer.

Let me share with you some facts about in-house solid waste collection east of Yonge Street, and the misleading information that the Mayor has been promoting.

Just one year ago, the General Manager of Solid waste brought forward a report that concluded that City employees provide efficient, quality service in comparison to the private sector. That same report recommended to not privatize as there would be no cost savings. In fact, the City staff report concluded that Scarborough in-house collection is cheaper than Etobicoke. This report was peer-reviewed by Ernst and Young LLP, one of the most respected professional services firms in the world. This peer review came at the request of the Public Works and



Infrastructure Committee. But...these facts did not sit well with Mayor Tory. So he had the report shelved...and shortly after, the General Manager of solid waste at the time left the City.

Earlier this year, the City hired a new General Manager from the private sector who is in the process of completing a new report for January that is expected to recommend contracting out. In order to prepare for this report, the Mayor has systematically set up the division for failure.

How, you might ask...

In April of this year, Mayor Tory stopped the purchase of new garbage trucks to replace an ageing fleet that is over 70% in need of replacement. This delay of the purchase of new trucks continues to further compromise the safety, productivity and cost of in-house service delivery.

Over the years, City employees have made concessions in the Solid Waste division in order to improve efficiency and customer service, and to maintain a competitive environment. Major concessions were made including a \$4 an hour pay cut...to show their willingness to work with the City. And in response, the Mayor wants to kick Solid Waste workers to the curb like the garbage that they pick up.

The evidence does not show that contracting out garbage means automatic cost savings. The Mayor wants to fire 500 men and women in order to advance his political agenda, not to save the City money. City employees are doing a great job collecting waste east of Yonge Street in a competitive and efficient manner. City staff and Ernst & Young have recognized these facts, and it's a shame that the Mayor refuses to acknowledge it.

The Mayor is attacking the City waste collection worker because he does not **value** city employees and the quality work they perform. He is doing this because he wants to protect the 6-figure bureaucrats that have steadily grown within the Solid Waste Division. Currently, there are over 240 bureaucrats that manage solid waste, including Managers, Supervisors, Co-ordinators and Analysts. This compared to only 140 bureaucrats in 2004.

Mayor Tory needs to start telling the truth...If he's serious about filling his obligation to save the city money, why has he not once talked about the bloated bureaucracy that oversees this department. That's where true savings are to be found. Not by firing 500 frontline workers that make half the amount of the average bureaucrat.

That is why today I am asking the Mayor to do the right thing by telling the public the truth about the consequences of contracting out, and why he is not using evidence-based decision making regarding this important issue.

I will finish up with a quote from Ernst & Young's 2015 report that clearly states "the average and high scenarios do not show any cost savings".



So there you have it. Front-line City employees are not garbage and they certainly do not deserve to be treated as though they are.

For more information about our organization and our campaign “Kicked to the Curb”, please visit us at www.local416.ca or follow us on twitter @Local416. I can now take some questions from the media.