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## Local 21 – Contracting Out Committee

**Mandate:** The Contracting Out Committee is established to protect bargaining-unit work, defend members' jobs, and enforce the Collective Bargaining Agreement (CBA), Letters of Understanding (LOUs), past practice, and applicable labour law by opposing, restricting, and challenging the contracting out or privatization of work customarily performed by CUPE Local 21 members.

**Authority:** The Committee derives its authority from the CUPE National Constitution, the Local 21 Bylaws, and direction of the Local 21 Executive Board and membership.

### Core Responsibilities:

**Monitoring & Early Warning** - Monitor Employer activity, including tenders, RFPs, pilot projects, reorganizations, and service changes that may result in contracting out.

- Identify bargaining-unit work at risk and notify the Executive Board without delay.

**CBA Enforcement & Compliance** - Review all contracting-out activity for compliance with the CBA, LOUs, arbitration jurisprudence, and established past practice.

- Recommend grievances or other remedies where violations or erosion of bargaining-unit work are identified.

**Information & Disclosure** - Support requests for full disclosure from the Employer, including cost analyses, business cases, service-level comparisons, and workforce impact assessments.

- Challenge unsupported Employer claims of cost savings, efficiency, or operational necessity.

**Member Impact Protection** - Assess impacts on members, including layoffs, loss of hours, seniority erosion, classification creep, deskilling, or creation of parallel workforces.

- Ensure recall, bumping, training, and seniority protections are respected.

**Research & Evidence Building** - Compile comparative data on in-house versus contracted services (costs, quality, safety, accountability, and public interest).

- Maintain records of past grievances, settlements, arbitration awards, and precedent.

**Strategic Union Action** - Develop strategies to oppose or reverse contracting out, including bargaining proposals, policy recommendations, and public-interest arguments.

Recommend improvements to contracting-out language in the CBA and related LOUs.

**Reporting & Member Engagement** - Report regularly to the Executive Board and membership.

- Engage affected members to gather workplace intelligence and build collective resistance.

**Coordination & Solidarity** - Coordinate with the Grievance, Bargaining, Health & Safety, and Education Committees.

- Liaise with CUPE National and labour allies for research, legal, and strategic support.

**Composition** - Appointed by the Executive Board and accountable to the membership.

- Shall include members with knowledge of affected classifications and workplaces.

**Meetings** - Meet as required, or at the call of the Chair or Executive Board.

- Quorum shall be a majority of appointed members.

**Guiding Principle** - All work that can be done safely, efficiently, and economically by CUPE Local 21 members must remain in-house. Contracting out is opposed except where explicitly permitted by the Collective Bargaining Agreement.