

CUPE / 3261

BARGAINING BULLETIN

July 2017

CUPE 3261

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CUPE 3261 BARGAINING UPDATES

Members of your Bargaining Teams for the **Casual** and the **Full Time and Part Time** Collective Agreements have been meeting regularly since their election on January 21, 2017. The members are:

- * **Allan James** (President)
- * **Edwin Viteri** (Full Time and Part Time Representative on the Executive)
- * **Stanley Trevius** Casual Bargaining Unit Representative on the Executive)
- * UTSC - **Bob King** (observer - Danny Tavares)
- * UTM - **Matthew Malcolm** (observer needed)

St. George

- ***David Vieira** (Vice President)
- ***Patty Varvouletos** (Chief Steward)
- ***Andrew Chilton**
- * **Luke Daccord** (Casual)

Our members approved our bargaining platform at the Saturday **April 22, 2017** membership meeting.

We presented our proposals in our first meeting with the Employer representatives on Friday **April 28, 2017**.

Our second meeting with the Employer was Tuesday June 6, 2017. This time, the Vice President Human Resources and Equity, **Professor Kelly Hannah-Moffat** was in the room to hear our concerns.

On Wednesday June 28, 2017 we finally received the Employer's "topical agenda". It did not respond to our proposals:

CASUAL

- * Immediate minimum \$15 per hour
- * Wage parity with FT/PT
- * Greater ability to become permanent
- * Paid emergency/sick leave
- * Fair scheduling

FULL TIME & PART TIME

- * Wage increases
- * Ending contracting out
- * Continuation of "early retirement bridge"

Common themes for both Bargaining Units

- * Workplace training and advancement opportunities
- * Post and fill vacancies
- * Equity issues - pregnancy, parental & adoption leave;
- * Union representation rights
- * Health and safety representation and co-ordination
- * Pay for working on a Holiday on a Saturday/Sunday

We have been working closely with other Unions on campus like USW Local 1998 and CUPE 3902 and CUPE 1230 to co-ordinate goals and timing.

We have filed applications for conciliation for both the Casual and the Full Time and Part Time Bargaining Units to ensure we are on the same time line and will not be waiting months to finish bargaining.

Bargaining 2017

We have additional bargaining dates with the Employer over the summer:

- Thursday July 27
- Wednesday August 9
- Thursday August 17

We will be assisted by a Provincial Conciliation Officer on

- Tuesday September 5
 - Wednesday September 6
 - Thursday September 7
 - Friday September 8
- and
- Tuesday September 12
 - Wednesday September 13
 - Thursday September 14

STRIKE VOTES

We will be holding strike votes on these dates and campuses:

St. George—**Friday August 18**

UTM—**Tuesday August 22**

UTSC—**Wednesday August 23**

St. George—**Thursday August 24**

The Locations will be confirmed.

We will be holding **extended hours** to allow members from all shifts to vote.

PICKET & STRIKE TRAINING

We will be holding picket captain training on **Friday August 25**.

If you would like to be booked off to participate in this picket captain training sessions please contact Allan James at service.workers@utoronto.ca

Phone: **416-946-7620** or talk to one of the Bargaining Committee members on your campus.

VISION 2020

We are still working closely with other Unions on campus like USW Local 1998 and CUPE Locals 3902, 1230 and 2484 to co-ordinate goals and timing.

The University of Toronto should be a place where:

1. No worker makes less than \$15 an hour;
2. No worker teaches a course for less than \$10,000;
3. Every worker has a reasonable path to permanent employment;
4. Every worker has paid sick days to care for themselves and their dependents;
5. All facilities are kept clean and safe by U of T employees who have benefits and the ability to retire with dignity;
6. Graduate students have a funding guarantee of \$20,000 per year;
7. Healthy, affordable food is prepared and served by U of T employees who have benefits and the ability to retire with dignity.
8. Work and study are safe, hazard-free, barrier-free, accessible and affordable for all employees.

We kicked off the VISION 2020 campaign with a BBQ on May 24, 2017 with more than 500 members and allies reviewing our goals and signing our petitions.

*Workers
United*

Fight for \$15 and Fairness

We have included a special insert in the Bargaining Bulletin about the proposed law, **Bill 148 The Fair Workplaces, Better Jobs Act**.

Public hearings will be held in Toronto on **Friday July 21, 2017**. Members of your Bargaining Teams have signed up to participate.

We will also be making written submissions to support:

- A **\$15.00 minimum** wage by January 1, 2019 with continued annual cost of living increases
- **Equal pay for equal work**—casuals can't be paid less if they are doing substantially the same work
- **2 paid days** out of 10 personal emergency leave days
- **Fairer scheduling** for “on-call” and shift cancellations
- **6% vacation pay** instead of 4% after 5 years of employment

Call your Member of Provincial Parliament

We met with Han Dong, the Liberal MPP for Trinity Spadina on Tuesday June 20, 2017 with folks from USW 1998, Canadian Federation of Students, Association of Part Time Students and CUPE 3902.

You need to **call or meet your MPP** to say you support the proposals in Bill 148. It is urgent to support our Casual members who have not had a wage increase since July of 2009. These changes will “raise the floor” for our Full Time and Part Time members as well.

We expect Employers, including the U of T, to push back heavily on these significant improvements to our working lives.

The time is now for to call your Member of Provincial Parliament to support the proposals. You can link to this website to find out you MPP and how to contact them.

http://www.ontla.on.ca/web/members/members_current.do?locale=en

U of T Pension Plan Contribution Increases (Full Time & Part Time)

Your contributions to the pension plan were supposed to increase from 6.8% to 7.7% on earnings less than \$ 54,000 as of June 30, 2017 and from 8.4% to 9.5% on earnings over \$54,000 as a result of the last collective agreement.

However, the Union and the Employer have agreed to **defer** the scheduled pension contribution increases until last payroll in **September** to allow us to negotiate wage increases retroactive to July 1, 2017.

Health, Life Insurance and LTD Plan premium increases in July 2017 (Full Time and Part Time)

You currently pay \$17.48 (single) or \$63.56 (family) monthly for Green Shield Extended Health Coverage. **This will increase by 2%.**

You pay \$13.30 (single) or \$33.28 (family) monthly for dental benefits. **This will increase by 1.5%**

You pay \$4.54 (single) or \$13.06 (family) monthly for vision benefits. **This will increase by 2%.**

Life insurance contributions will **decrease by 10%.**

LOCAL NEWS AND EVENTS

GENERAL MEMBERSHIP MEETING

WHEN: SATURDAY **October 21, 2017**

MARK YOUR CALENDARS NOW

TIME: 10:00 a.m. to 13:00 p.m.

Solidarity Draw - 5 Gift Cards x \$50 + 5 x \$25

WHERE: Sanford Fleming Bldg. 10 Kings College Rd.

AGENDA

1. Roll call of officers
2. Reading of the Equality Statement
3. Voting on new members and initiation
4. Reading and approval of minutes of previous meeting - **June 17, 2017**
5. Matters arising
 - a) Update on Pension Plan negotiations
 - b) Update on Bargaining & Contracting Out & 2020 Vision campaign
6. Treasurer's report and approving expenditures
7. Correspondence
8. Executive Board report
9. Reports of committees and delegates

CUPE CONVENTION 2017—Toronto

Sunday October 1 to 6, 2017

10. Nominations, Elections, or Oath of Office
- Members voted NOT to change the bylaws for elections. Voting will be held at the membership meeting and you must be present in person to vote for one of the following candidates for each of the positions:

Vice President Candidates

- Angelo DeNardo
- Cristian Duran
- Marcos Solorzano
- David Vieira

Health & Safety Officer Candidates

- Kevin McDermott
- Nancy Thomas

Acclaimed Executive Positions

Treasurer: **Tuan Vuong**

Chief Steward: **Patty Varvouletos**

Full Time & Part Time Rep: **Edwin Viteri**

Casual Rep: **Stanley Tevius**

Faculty Club: **Susan Kim**

U of T Press: **Fernando Ogorek**

Shop Steward Meeting

Tuesday August 15, 2017— 2:00 to 4:00 p.m.

- **Update on Bargaining &**
- **Preparations for Strike Votes on August 18, 22, 23 and 24, 2017**

CUPE 3261 SUMMER BARGAINING BBQs

St. George

WHEN: Thursday **August 24 2017**

TIME: 12pm– 2pm and 4pm–6pm

WHERE: 41 Willcocks St. U of T Faculty Club

UTM

WHEN: Tuesday **August 22 2017**

TIME: 12pm to 4pm

UTSC

WHEN: Wednesday **August 23 2017**

TIME: 12pm to 4pm

CUPE / Canadian Union
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