

WORKERS UNITED



President CUPE 3261 703 Spadina Ave, 2nd floor Toronto, ON M5S 2J4
Office Phone: 416-946-7620
Fax: 416-946-7621
service.workers@utoronto.ca

INSIDE THIS ISSUE:

<i>Presidents Address</i>	1
<i>Introduction</i>	1
<i>Why unions?</i>	2
<i>Shop Stewards</i>	3
<i>Executive</i>	3
<i>Health and Safety</i>	4
<i>Local Issues</i>	4

PRESIDENTS ADDRESS

Brothers and sisters. My Name is Allan James, President of CUPE 3261. It is with great pleasure that I have this opportunity to address you in our newsletter. My vision is to move our Local forward in these difficult times. I believe we can only achieve this by working together, educating ourselves and standing up for one another when we need it most. The Union is only as strong as our members. strong unions help workers by

negotiating strong effective collective agreements with management and then protecting member's rights by making sure that the agreement is enforced. There is strength in numbers and only by standing together can we achieve our goal of a better workplace and a better world. We cannot stand strong against management if we do not respect other members and listen to their views in a respectful man-

ner. Our Local CUPE 3261 belongs to each and every member since it is the members who own it and run it. Our Union is democratic and so it is answerable to you and all other members. It is for this reason that it is important to be educated about how the Union works, its history because only through this knowledge can we fight together for a better workplace.

VICE PRESIDENTS ADDRESSES

Good day brothers and sisters. I am proud to announce that our Union has formed a communications committee which has produced this newsletter, to better help communicate to our members. Look forward to updates and information on our

unions current and upcoming endeavors. We aim to strengthen our Local and keep our union members better informed. We are living in difficult times, but together we shall overcome. Solidarity, Solidarity, Solidarity!

If you have any questions or comments feel free to contact me., David Vieira.
Email: drv75@hotmail.com

INTRODUCTION

Our unions local Executive consists of the President, Vice President, Treasurer, Recording Secretary, Chief Steward and all unit representatives. All Members of the Executive team are elected every two years. President and Recording Secretary are elected on the odd year and the rest of the Executive on the even year. The Executive Committee meets once a month. Together the Executive administers and carries out union business. Continuing education for our membership is an important factor for

our Local, especially in regards to members fulfilling their roles as Stewards, Committee members and so on. The President of our Local is the only full time union representative. The President is responsible for many day to day duties of the local office, overseeing operations. Also the President chairs our locals general membership meetings. Our Union Local is assigned a National Representative from CUPE. The National Rep acts as an advi-

sory to our local. The National Rep can assist the Local in many other ways. Some examples are representation at arbitration ,bargaining, mediation, training, and grievance meetings. On a last note our Union does not just consist of our Executive and Stewards. In fact it consists of each and every member. That is why it is important to remember to support one another and stand together united.

WHY UNIONS?

We very fortunate in Canada to have a number of strong and vital unions. This has not always been the case. The labour movement in this country dates back to the early 1800's, but even during most of that century union activities were completely illegal. One could be jailed even for talking about the idea of labour unions. You could even be shut out of the labour market entirely for life.

Wages were very low then. It was a very hard to live on what you could earn and almost impossible if you had a family to support. You could be incapacitated for instance through illness or injury or just because of old age with the possibility of many kinds of catastrophes that could happen in the work place. When your family and friends couldn't help you either because none of you had jobs, you had even less chance of surviving.

In 1872, Prime Minister John A. MacDonald made a campaign promise that if elected he would legalize the organizing of unions. He was elected, and he kept his promise. Even then though, although you could belong to a union, the laws still prohibited workers from striking under and circumstances. This meant you and your fellow workers did not have the right to any kind of protection if you withdrew your labours from the market in response to wages that were too low or other working conditions. What

this means is that you were unable to earn (and receive) what the true value of your labours .Furthermore, there was still nothing to guarantee a union's recognition by the employer as the bargaining agent for employees. There were many long and brutal strikes over this issue of union recognition.

It was not until 1943-not that long ago- that a federal law gave recognition to unions to act as the sole bargaining agent for their members. It is through this right that our union has been able to secure, in addition to better wages, such benefits as we often take for granted, such as paid Sick Leave and other health benefits, as well as a pension waiting at the end of our careers. Even unemployment insurance has become available for those who for a variety of reasons lose their jobs because, in no small part, of larger union organizations and activities. It is largely because of unions that employment standard and working conditions have improved in Canada. Paid pregnancy leave was won by union as well.

It is vital to the labour movement for each of us to strive, in our own ways, to create a stronger union which can for each of us live up to our own personal vision of what a labour union may be. When working conditions are good , it has rarely been

because of benevolent and caring employers. It has been, in large part, because of union organization. Such a union as ours cannot for long survive though, if we are passive.

We must progress, through the efforts of every one of us, toward achieving an even greater security for each of our members. It is equally vital therefore that we never forget to remember and respect profoundly all of those who came before us in this movement, who struggled in their day so that, we may enjoy our lives all the more today.

Working together, collectively, not only improves our working lives and the working lives of those who come after us, it is also a debt that we owe to unionized workers who struggled before us.

Checkout the CUPE website for more information about our history.

www.cupe.ca

"We are fortunate in Canada to have a number of strong and vital unions"

SHOP STEWARDS: FIRST LINE OF DEFENCE

Once a Collective Agreement has been ratified by a majority of the members of the Local who attend the meeting, it is then the job of the Local union members to see that it is enforced and not ignored by management. This means that one key element in the success of this contract is you. If you feel the contract has not been properly observed in any respect regarding management's dealings with you, it

is up to you (and maybe some other members) to bring it to the attention of your Local.

But you are in no way alone here. To effectively advise members in each department or unit on all matters concerning the Collective Agreement, you should have a shop steward. She (or he) can inform and advise you about many aspects of the contract, and explain details of it that may

not be immediately clear.

Your steward will be the one you go to if you feel you have in any way been treated unfairly. If it's concluded that there is an issue worthy of a grievance, it will probably be your steward who, after discussing it with the executive committee, writes it up with you and submits the form to management.

SHOP STEWARDS & EXECUTIVE

Executive

Allan James President
 David Vieira Vice President
 Tuan Vong Secretary-Treasurer
 Rob Eidukaitis Chief Steward
 Kelly Anne Clements Recording Secretary
 Daniel Rivero Full Time Representative
 Fernando Ogorek U of T Press Representative
 Moira McIntosh Faculty Club Representative
 Rudy Won Health & Safety Officer

Stewards

Rob Eidukaitis (Chief Steward) U of T Mississauga,
 Daniel Rivero Department of Zoology
 Luisa Pacheco University College
 Rose Jankowski New College
 Rudy Won Faculty of Physical & Health Education
 Jimmy Carvalho Facilities & Service, Grounds
 Carlos De Sousa Facilities & Service, Caretaking
 Nick Folinas Facilities & Service, Caretaking
 Benny Madieros Facilities & Service, Caretaking
 Jovan Avramovski Facilities & Service, Caretaking
 Rose Jankowski New College
 David Vieira Facilities & Service, Parking Services
 Paul Zenga Facilities, U of T Scarborough
 Tuan Vuong Faculty Club
 Fernando Ogorek U of T Press Inc
 Glen Moorhouse U of T Bookstore

Stewards

Dean Franco
 Facilities and Services Caretaking
 Tony Costa
 Facilities and Services Campus Mail
 Inayat Habib Parking/UTSC
 Jose J Tordesillas UTM Campus
 Carlos Rodriguez Larrin Hart House
 Fiaz Mohamnad Hart-House
 Jeff Reid DCM

“Your steward will be the one you go to if you feel you have in any way been treated unfairly”

HEALTH AND SAFETY

“If your concern is still not resolved as a last resort call the Ministry of Labor at 1-877-202-0008”

If you have any sort of health and safety concern your first step is to let your supervisor know about it. This your responsibility under Ontario Health and Safety Act (OHSA) advisable that you tell you supervisor with a witness present such as a co-worker that you trust or confirm this in the form of an email to your supervisor. If you have a good rapport with your supervisor this step may not be necessary. This is to protect yourself if the supervisor later denies that you brought this issue to them. Once they are informed it is now the supervisors responsibility under the Ontario Health and Safety Act (OHSA) to act on the issue.

If the problem has not been resolved in a reasonable amount of time the next step is first to ask your supervisor for an update. You should be given an update in a few days. If the response is that the supervisor does not believe there is a Health and Safety issue and you feel there still is one, you should contact your union Health and Safety representative. You can either ask if

your supervisor if you can speak to your rep during the working hours or instead call them on your break, lunch or after work. Do not call them during work unless your supervisor gives you permission.

The union rep will first talk to your supervisor and if the matter is still not resolved it will be brought up by the rep at the Joint Health and Safety committee that your representative attends throughout the year. At this meeting the issue will be discussed with worker and management representatives to see whether it is really an issue. If the matter is not resolved here it can be taken to the Ministry of Labour. Your union rep will keep you informed or you can look up the minutes from the meeting which has to be posted in either on line or somewhere in the workplace. Ask your representative where the minutes are posted.

What kinds of hazard should you report to your

supervisor. As a rule anything that you feel is unsafe and can lead to an accident or injury either in the near term or in the future. Examples are as follows: water leaks from the roof or pipes, bicycles blocking hallway, malfunctioning equipment, unlabeled chemicals etc. In general hazards can be classified as follows: Chemical hazards, biological hazards, ergonomic hazards, psychological hazards, safety hazards. You should consider these categories when looking for hazards in your work place. More on this in future newsletters.

Remember your first step is to tell your supervisor not your health and safety rep.

If your concern is still not resolved You can contact your Health & Safety Reps:

Rudy Won (St. George)

Bob King (UTSC)

Matthew Malcolm (UTM)

LOCAL EVENTS

On November 15th 2012 Members of local CUPE 3902, representing teaching assistants at St. Michaels college at the University of Toronto, were on strike until November 22nd 2012. At this time a tentative agreement was ratified by the Union members.

CUPE 1230, representing library workers at the University of Toronto, are currently in negotiations for the part-time and casual members.

CUPE 3261 Part time service workers at the University of Toronto are currently in negotiations. We have a date scheduled to resume negotiations on Friday January 25th, 2013.

CUPE 3261 Full time service workers at the University of Toronto contract expires on July 1, 2014. It not too early to start thinking about the issues that you would like to brought up at negotiations.

The annual CUPE 3261 Christmas party and dinners were held at each campus instead of only one at the St. George campus. They were enjoyed by all who attended.

CUPE 3261 would like to extend best wishes to everyone during this Holiday Season.