

CUPE / 3261

WORKERS UNITED

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CUPE 3261

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

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CUPE 3261 UPDATES

BARGAINING UPDATE

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 - Angelo Denardo** (observer Gerardo Correrio)

St. George

- * **David Vieira** (Vice President)

- * **Melissa Larsen**
- * **Andrew Chilton**
- * **Luke Daccord** (Casual)

We prepared two **Bargaining Surveys** which were sent to you by email and hard copy in **English, Spanish, Portuguese, and Mandarin**. The deadline was extended to ensure opportunities to participate. The Union members at the **April 22, 2017** Special Meeting endorsed a bargaining platform:

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"



Bargaining 2017

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 presented our proposals in our first meeting with the Employer representatives on Friday April 28, 2017. We have confirmed additional dates of Tuesday **May 16th**; Tuesday **June 6th**; and Wednesday **June 28th**. We expect we will have more dates over the summer with the goal of a settlement in September. 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 Bargaining Units to ensure we are on the same time line.

At the Special Membership Meeting on April 22, 2017 members also voted to endorse a common set of goals with other Unions for negotiations. 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.

U of T Pension Plan

We have been working with CUPE 1230, USW 1998 and the Faculty Association about changes in how your Pension Plan is managed. As you know from the last newsletter, we had been working with employees from other Universities in Ontario. We have scheduled negotiations with employees and employer representatives from Queen's and Guelph and U of T for the weekend of May 13 and 14, 2017.

No changes will be made without intensive education, discussions and ultimately voting from you.

*Workers
United*

ABESTOS

In addition to working with other Unions for bargaining, we have worked with **USW Local 1998** and **CUPE 3902** as well as the **Graduate Students Union** and the **Association of Part Time University Students** to increase transparency about asbestos abatement work on campus. The **Faculty Association** was a key part of the working group. We jointly held a successful town hall on Friday March 31, 2017 to raise concerns about MSB. Recently we receive information about required precautions for Ramsey Wright.

If you are concerned you have had exposure to asbestos, please contact President Allan James at

service.workers@utoronto.ca

If you need information to provide to your doctor, we have a letter you can use.

We will be arranging for more training for our Health and Safety Representatives to make sure we have the most recent information and skills to ensure your safety.

Sign the petition against contracting out.

Sign the petition in support of the Fight for \$15 and Fairness.

The time is now for to call your Member of Provincial Parliament to support the proposal for a minimum wage of \$15.00 per hour and paid sick leave days for all workers.

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

At the Business Board of the Governing Council of the University of Toronto



Against Contracting Out

Members of CUPE presented to the Business Board of the Governing Council of the University of Toronto on Monday January 23 2017 to make our case against paying people \$12.45 an hour to clean the labs and offices of premier research institution. We will be fighting hard to stop the loss of cleaning jobs at the St. George

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campus.

LOCAL NEWS AND EVENTS

GENERAL MEMBERSHIP MEETING

WHEN: SATURDAY June 17, 2017 - MARK YOUR CALENDARS NOW

TIME: 10:00 a.m. to 13:00 p.m. - Solidarity Draw - 4 Gift Cards x \$50

WHERE: Sanford Fleming Bldg. 10 Kings College Rd. Room 1101

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 - April 22, 2017 - Bargaining Platform Approved
5. Matters arising
 - a) BY LAW Amendment - vote on removing the requirement for "51% majority" to "plurality" for elections to allow multi-campus, multi-day voting - first notice April 22, 2017
 - b) Update on Jointly Sponsored Pension Plan negotiations
 - c) Update on Bargaining
 - d) Update on Campaign Against Contracting Out
6. Treasurer's report and approving expenditures
7. Correspondence
8. Executive Board report
9. Reports of committees and delegates
 - a. Report from Halifax Leadership Conference
 - b. Report from CUPE Ontario Division Convention
10. Nominations, Elections, or Oath of Office - Election in October - Open nominations for:

- * Vice President
- * Secretary-Treasurer
- * Chief Steward
- * Health & Safety Officer

* Unit Representatives (Faculty Club, U of T Press, Casual, Full Time/Part Time)

must be in the Bargaining Unit to vote

11. Unfinished business
12. New business
13. Adjournment

Shop Steward Meeting

Tuesday June 27, 2017 2:00 p.m. to 4:00 p.m.

2020 Vision - Bargaining BBQ Launch

WHEN: Wednesday May 24, 2017

TIME: 11:00 and 1:00

WHERE: St. George Campus Patio - Sid Smith Building - 100 St. George St.

CUPE 3261 BBQ

WHEN: Thursday August 24th 2017

TIME: 12pm- 2pm and 4pm-6pm

WHERE: 41 Willcocks St. U of T Faculty Club

CUPE Ontario Convention 2017

May 31, 2017 – June 3, 2017

Toronto Sheraton Centre

123 Queen St W

Toronto, ON M5H 2N2

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