

CUPE / 3261

WORKERS UNITED

Volume 1, Issue 5

October 2014

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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PRESIDENT'S MESSAGE

Hi Brothers and Sisters it is always a pleasure to address you as the President of Local CUPE 3261.

Most of you have heard the news that the Steel Workers Local 1998 have settled their collective agreement. Voting was held on September 12, 2014, where the contract was ratified by 73.9% of members who voted. You want to know what that means for members of our Local. The answer is simple. We need to be very pragmatic about how we negotiate this contract. Rest assured we will do our best to try to get the

best deal for our members. The Consumer Price Index (CPI) rose 1.2% in the 12 months to December, following a 0.9% increase in November.

These are some of the statistics the Employer will use to justify the type of small wage increases it would like to negotiate for our collective agreements. This does not deal with the increases in food, with increases for our shelter, child care, transportation, or clothing that we the members are faced with everyday living. It adds insult to injury since our mem-

bers are some of the lowest paid employees at the University of Toronto.

I remain hopeful that we can have a tentative agreement. Your team is working very hard to insure this happens. I would like to thank the members of the Bargaining Committee for all the work they have put in to represent our members and the CUPE Servicing Representative Leanne MacMillan who has worked tirelessly to see our proposals get presented to the University. Thank You, Allan James President CUPE 3261

VICE PRESIDENT'S MESSAGE

Hello fellow Brothers and Sisters. It seems to me that the number one question on peoples minds these days is - what is happening with our contract negotiations? We have prepared all our contract proposals and we are now waiting to meet with the University. Our first meeting with the University will be held October 10, 2014. Many of us are already aware of some of the

other Union contracts that have been settled at the U of T, such as USW Local 1998, OPSEU Local 519 . The consensus is that these are not good contracts for us. This presents a challenging bargaining environment. Not to mention that the University is saying that any increases must be paid for out of "savings" for a "net zero" increase. They

say the Provincial government is requiring this -but there is no law, and other Universities in Ontario have not followed this approach. Your Union will be vigorously bargaining on your behalf. We recognize many of our members are near the bottom of the pay scale, here at the U of T and would be most affected. In Solidarity, David Vieira, Vice-President

NEGOTIATIONS SURVEY REPORT

One hundred and ninety (190) CUPE Local 3261 members completed the survey out of a membership of approximately 1,054 as of April 30, 2014. (Full Time permanent (672) + term (26) = 698) (Part Time permanent - 33) (Casual - 323). This is 18% return rate overall. The rate of return for Casual members was only 3%. The rate of return for Full Time members was 23% and 30% for Part Time members.

The bulk of the responses were from the St. George Campus (154 or 84.62%), with 13 from UTM (7.14%), 14 from UTSC (7.69%) and one from Downsview.

Most of the members who completed the survey were between the ages of 46-60 (100 or 56.18%) with the next biggest group being between 31-45 years of age (48 or 26.97%). 10 members were more than 61 years of age (5.62%) and 20 members were between the ages of 19 - 30 (11.23%). Eighty (80%) of the members who completed the survey did not have children under the age of twelve (12) years of age.

103 responses were from men (56.59%) and 78 responses were from women (42.86%). Less than 6% of those who completed the survey were students at the University of Toronto.

Most of the members who completed the survey had service or seniority from 2000 or later (2000-2009 - 84 responses - 46.41%; 2010 or later - 47 responses or 25.97%). Twenty six percent (26%) had service or seniority between 1980 and 1999.

In terms of bargaining priorities, members had high expectations for wage increases and were prepared to back up the Employer position of zero wage increases with a strike vote, even before we start bargaining!

Year 1:	4.2%
Year 2:	2.9%
Year 3:	3.0%
Year 4:	3%

Most employees wanted a three (3) year contract. The top three priorities were

1. Wages
2. Job security and stopping contracting out
3. Benefit improvements

The Bargaining Committees for the Full Time and Part Time Bargaining Unit and the Casual Bargaining Unit have had five (5) joint caucus meetings together to develop the bargaining survey, review the various

CUPE 3261

1988 - 2014

26 years strong!

NEGOTIATIONS SURVEY REPORT continued

collective agreements at the University, and to develop our proposals. The themes for the bargaining proposals include:

1. Protection of bargaining unit work (Pan Am Games; short term contracts; replacements of absences; use of Casuals)

2. Equal Pay for Casuals when doing the work of Full Time and Part Time employees; and protection of Full Time and Part Time work

3. General equity improvements for language and procedures against racism, sexual harassment, increases for pregnancy, parental and adoption leave `top up`

4. Strengthening the Union by increasing seniority provisions for job postings, increased paid time off, increased notice to Union for shift and building changes;

5. Strengthening the Union representation provisions for discipline and for sick leave meetings

6. Eliminate the Attendance Management Program; payment for medical certificates; absences for medical appointments; improvement to bereavement leave;

7. Improvements in premiums for stand-by; evenings and nights; Occupational Health & Safety representation.

The Union is also developing a proposal to reclassify some positions in caretaking and maintenance.

The Union provided its proposals for the Full Time and Part Time Bargaining Unit and Casual Bargaining Unit on Thursday October 2, 2014.

We will meet directly with the Employer on Friday October 10, Wednesday October 15 and Thursday October 16, 2014.

We will obviously need more dates with our ambitious set of proposals.

We will be preparing "Bargaining Bulletins" and reaching out to you to ensure your support for our bargaining objectives. If you were not able to attend our Bargaining BBQs in August and September, contact a member of the Bargaining Committee, a Shop Steward or the Union office to obtain your CUPE 3261 t-shirt and ball cap. Wear your support for your bargaining improvements.

*Be informed, join us
at the membership
meeting, and have
your say.*

BARGAINING UPDATE

The Bargaining Committees for the Full Time and Part Time Collective Agreement and the Casual Collective Agreement have continued to meet following our presentation to the General Membership Meeting on Saturday June 28, 2014.

As we presented at the General Membership Meeting, the six (6) main themes are

- Protection and expansion of bargaining unit work
- Equal Pay for Equal Work between Casuals, Full Time and Part Time employees
- Equity with other Unionized Employees
- Strengthening Union representation rights
- Improvements in sick leave, attendance management and leaves of absence
- Premiums, hours of work, holiday and standby scheduling

Our final proposals were reviewed by the Executive Committee and at the Shop Stewards meeting on September 30, 2014.

We have fully reviewed the recent USW Local 1998 Memorandum of Settlement with the Employer and expect vigorous discussion.

MUNICIPAL ELECTIONS – October 27, 2014 (advance polls on October 14, 15, 16, 17, 18 and 19)

Vote as if your job and your community depend on it – they do! The Executive of CUPE Local 3261 is urging you to support **Olivia Chow** for Mayor. In our view, John Tory is simply an-

The members of the Full Time and Part Time Bargaining Committee are as follows:

President: Allan James

Full Time Executive Member: Daniel Rivero

St. George Campus – Rudy Won, Ron Hoinkes, Kevin McDermott

UTM – Angelo Denardo

UTSC – Inayet Habib

(observers, CUPE Local 3261 Treasurer Tuan Vuong and Vice President David Vieira)

The members of the **Casual Bargaining Committee** are as follows:

Lydia Vamvouras

Ryan Wilson

*** if you are interested in representing Casual members on the Bargaining Committee please contact Allan James, President at

service.workers@utoronto.ca

other candidate whose policies line up with those of Stephen Harper and Tim Hudak. We don't want more contracting out, the loss of good jobs, less public services. It isn't about the latest opinion poll. We want a Mayor who comes from a similar background to

“Do not take for granted, your Democratic right to vote”

MUNICIPAL ELECTIONS continue...

ours as working people, who cares about school nutrition programs and access to childcare, who knows how to work for a city which doesn't just serve the elites.

Olivia Chow is the Mayor who will best address our issues of public transit, community services like senior care, recreation centers and libraries, fighting poverty, leadership for the environment, equity and neighborhoods where our families will thrive. She is the Mayor who can address the dreams of people who come from every part of the world to live in Toronto for a just society and decent future for our children and grandchildren.

Mayor Olivia Chow will also need a strong group of Councilors to make sure we can be proud of our City. We also urge to you vote in your ward for one of the following list of candidates for Municipal Council in Toronto:

CITY OF TORONTO COUNCILLORS

Ward 1 – **Idil Burale**
 Ward 2 – **Andray Domise**
 Ward 6 – **Russ Ford**
 Ward 7 – **Keegan Henry-Mathieu**
 Ward 8 - **Anthony Perruzza**
 Ward 9 – **Maria Augimeri**
 Ward 12 – **Lekan Olawoye**
 Ward 13 – **Sarah Doucette**
 Ward 14 – **Gord Perks**
 Ward 17 – **Alejandra Bravo**
 Ward 18 – **Ana Bailao**
 Ward 19 – **Mike Layton**
 Ward 20 – **Joe Cressy**
 Ward 21 – **Joe Mihevc**
 Ward 24 – **Dan Fox**
 Ward 26 – **David Sparrow**
 Ward 27 – **Kristyn Wong-Tam**
 Ward 28 – **Pam McConnell**
 Ward 29 – **Mary Fragedakis**

Ward 30 – **Paula Fletcher**
 Ward 31 – **Janet Davis**
 Ward 33 – **Shelley Carroll**
 Ward 35 – **Paul Bocking**
 Ward 36 – **Robert Spencer**
 Ward 38 – **Glenn De Baeremaeker**
 Ward 42 – **Neethan Shan**
 Ward 44 – **Amarjeet Chhabra**

You can also support the following candidates for School Board:

TORONTO DISTRICT SCHOOL BOARD

TDSB Ward 5 - York Centre - **Howard Kaplan**
 TDSB Ward 7 - Parkdale High Park - **Robin Pilkey**
 TDSB Ward 8 - Eglinton Lawrence - **Jennifer Arp**
 TDSB Ward 10 - Trinity Spadina - **Ausma Malik**
 TDSB Ward 14 - Toronto Centre Rose-dale - **Chris Moise**
 TDSB Ward 17 - Don Valley East - **Robert Cerjanec**
 TDSB Ward 18 - Scarborough South-west - **Parthi Kandave**
 TDSB Ward 20 - Scarborough Agincourt - **Manna Wong**
 TDSB Ward 21 - Scarborough Rouge River - **Shaun Chen**

TORONTO CATHOLIC DISTRICT SCHOOL BOARD

TCDSB Ward 4 - North York - **Marina Laccona**
 TCDSB Ward 5 - North York - **Maria Rizzo**
 TCDSB Ward 12 - Scarborough - **Paulina Corpuz**

TOWN OF GEORGINA - YORK REGION

Ward 3 - **Dave Neeson**

Check out

<http://www.ourcitymatters.ca/> for more information about the issues and the candidates. You might even win a TTC pass.

*“Every vote counts,
 you can make a
 difference”*

HEALTH AND SAFETY

As a worker in Ontario you have the legal right to refuse unsafe work, according to Section 43(3) of the Occupational Health and Safety Act, when you believe that any equipment, workplace condition or contravention of the OHS act is likely to endanger you or another person's health and safety.

Please note this section does not apply to certain workers and some circumstances which are listed in Section 43(1) and (2) of the OHS act.

Here's how you can refuse unsafe work:

1. Notify your supervisor or employer about the circumstances for refusing to work. The supervisor or employer must investigate the situation with you and the worker-selected member from the joint health and safety committee or a union representative.
2. If, following this investigation, you believe the unsafe condition still exists, you may refuse to work. Either you or your employer must notify a government inspector.

3. The inspector must investigate in consultation with you, the employer, and a worker-selected member of the joint health and safety committee, or a union representative. The inspector's decision must be provided in writing to all those involved in the investigation.
4. You are required to remain in a safe place near your workstation until the investigation is completed. During this time, you may be assigned other reasonable alternative work or directions by your employer.

You cannot be threatened, dismissed, disciplined, intimidated or coerced for complying with the legislation, according to Section 50 of the OHS act.

In Solidarity,
Rudy Won
Health and Safety Officer

Workers Health & Safety Centre

1-888-869-7950

www.whsc.on.ca

LOCAL NEWS AND EVENTS

General Membership Meeting will be held on **October 25th 2014**, 10am at Sandford Fleming Building Room 1105

Elections will be held October 25th 2014 for the following positions:

- President (2 Year Term)**
- Casual Bargaining Unit Representative (2 Year Term)**
- Financial Trustee (3 Year Term)**
- Financial Trustee (2 Year Term)**

Thanks to the members who attended the BBQ luncheons at UTM, UTSC and St. George Campus.

If you were not able to attend our Bargaining BBQs in August and September, contact a member of the Bargaining Committee, a Shop Steward or the Union office to obtain your **CUPE 3261 t-shirt and ball cap.**



