

CUPE 3261

Workers United!

September 15, 2017

703 Spadina Ave, 2nd
Floor Toronto, ON
M5S 2J4 Office

Phone: 416-946-7620
Fax: 416-946-7621

3261.cupe.ca

service.workers@utoronto.ca

**YOU CAN ATTEND ANY
OF THESE SESSIONS
BUT YOU CAN ONLY
VOTE ONCE.**

**THE BALLOTS WILL BE
COUNTED AFTER THE
THURSDAY NIGHT SES-
SION.**

**FULL TIME and PART
TIME and CASUAL
MEMBERS CAN VOTE.**

TENTATIVE AGREEMENT INFORMATION SESSIONS AND RATIFICATION VOTES

FOR BOTH FULL TIME / PART TIME & CASUAL BARGAINING UNITS

UTSC — Tuesday, September 19th

Two Sessions: 11AM – 2:30PM & 9:30PM – 11PM
H - Wing 305

UTM — Wednesday, September 20th

Two Sessions: 11:30AM - 2PM at Spigel Hall,
and 10:30PM - 1AM at Davis 2072

St. George — Thursday, September 21st

Two Sessions: 12 noon – 1:30PM & 9:30PM – 11PM
LOCATION TBD

If you are working, you may attend these information and voting sessions with no loss of regular pay — please advise your supervisor

Your CUPE Local 3261 Bargaining Committees
unanimously recommend you vote **YES** to the
Tentative Agreements for both the Full Time / Part Time
and Casual Bargaining Units

Language Improvements

Full Time & Part Time Financial

3 year agreement – expiry – **June 30, 2020**

- **July 1, 2017** 1.8 % ATB increase
- **July 1, 2017** 0.65% OTO adjustment (not compounded)
- **July 1, 2018** 2% ATB increase
- **July 1, 2019** 2% ATB increase

Early Retirement Bridge Benefit renewed from **December 31, 2017** up to and including **March 31, 2020**

Health Benefit Improvements

Effective **January 1, 2018**

- **Vision Plan maximum** increased by \$90 per person every 24 months for eye exams in addition to the **\$400 per person**
- **Paramedical** coverage increased from \$700 to **\$800**

Dental Plan coverage increases:

- Implants under Major Dental Services
- Maximum for Major Restorative increases from \$1,500 to **\$1,800**
- Maximum coverage for orthodontics increases from \$2,500 to **\$2,650**

Effective date of ratification:

- wigs for alopecia
- partial coverage for continuous glucose monitors for Type I diabetes
- Psychology benefit includes MSW and psycho-therapist
- Massage Therapy by a Registered Massage Therapist without requirement for prescription

Paid Personal Leave Days return to **4 days**

The **Child Care Benefit Plan pool** will be \$60,000 annually with increase to \$120,000 at the end of contract

- 120 Day **Temporary** employees available to fill WSIB absences
- 120 Day hours count for probationary period, seniority, sick leave, health benefits and wage placement IF successful applicant for Full Time or Part Time position
- 5 days notice of early end of contract

TERM Employees for **LTD/WSIB** or “**operational reasons**” —up to **2 years**

Pregnancy/Parental or Primary Caregiver up to **18 months**

- Eligible for all Collective Agreement rights except bumping rights
- 10 days notice of early end of contract

Attendance Management

- WSIB absences not included
- Employment Standards and Collective Agreement leaves of absence are not included
- Recognition of “duty to accommodate”
- Union representation for attendance issues
- Scanned medical certificates

Pregnancy & Parental & Primary Care

- “top up” for the 1 week waiting period to 95% and 100% “top up” for an additional “Parental Transition Week”
- Up to 18 months leave of absence

Job Postings

- Posted for 7 working days
- Applications acknowledged
- Onus on Employer to prove “most qualified”
- Due consideration for casual members
- Advise future job postings or improve qualifications
- volunteers for permanent reassignment
- 6 month temporary relief without posting instead of 12 month term

Food Services Culinary Apprenticeship & Professional Development Programme

3 year apprenticeship—Ontario College of Trades

- 1st year 85% of full time cook wage rate
- 2nd year 90% of full time cook wage rate
- 3rd year 95% of full time cook wage rate

Internal applicants—minimum 2 years work experience in culinary setting—professional development

Leave of Absence

- Advance request of 4 weeks (unless emergency)
- Employer reply within 2 weeks
- Extension of leave request with 2 weeks notice

Compassionate care leave up to Employment Standards Act—26 weeks - with equivalent of EI pay for the 1 week waiting period

Reschedule vacation if hospitalized or confined holiday & standby scheduling

Technology:

- 30 days advance notice of implementation of GPS or AVL systems
- 30 days notice of technological change

CONTRACTING OUT

- Vice President Human Resources & Equity Letter—no employee in the Bargaining Unit including Temporary and Term employees will lose their employment or have their appointment reduced as a result of contracting out
- Article 33 amended to include any employee in the Bargaining Unit
- Stopped Employer proposal to change the lay-off provisions to require bumping the least senior employee

COMMON LANGUAGE—FT/PT & CASUAL New Workplace Harassment, Sexual Violence and Sexual Harassment Language

- Definitions
- Union representation
- 12 months to file grievances—Step 3
- No personal background or lifestyle information
- Possible discontinuance of contact
- No penalty or reprisal for witnesses
- Ability to object to investigator in certain circumstances
- No reprisal
- No threats of physical abuse or harm
- No Racial Discrimination
- Employment equity to include sexual and gender orientation

Working on a Holiday

If required to work on a statutory holiday for which the Employer has designated another day paid 1 1/2 times & alternate date—not straight time

Strengthening Union representation rights

- Increase in Union stewards for Food Service Workers
- Union contact information in employment offers
- Union leaves of absence
- Payment for attendance at mediation or arbitration for Chief Steward and grievor
- Extension of time limits for filing grievances
- **coaching letters** – removed after 12 months

Health & Safety & Environment

- Continued joint discussions regarding multi-site Joint Occupational Health and Safety Committees
- Health & Safety Certification training for St. George, UTSC and UTM representatives
- Health and safety assessments during pregnancy
- **Environmental Sustainability Committee**
- **Domestic Violence assistance**

Casual specific highlights

WE DID IT!

- Effective October 1, 2017 \$15.00 minimum wage for every Casual classification
- Effective October 1, 2017 1.8% increase for every Casual Classification
- Equal Pay for Equal Work effective May 1, 2019 - BILL 148 MUST PASS

- 3 year agreement—expiry June 30, 2020
- October 1, 2017 - 1.8% ATB
- Maintain “tips” system & rate of pay (for rates above \$15)
- Payment for remainder of shift in case of child birth for non-birth parent
- Duty to accommodate provisions
- Due consideration for full time and part time positions

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

President: **Allan James**

Full Time Executive Member: **Edwin Viteri**
St. George Campus – **David Vieira & Luke Daccord**

UTM – **Matthew Malcolm**

UTSC – **Bob King**

Stanley Treivus — Casual Executive Board Representative

The Bargaining Committees were assisted by Leanne MacMillan, CUPE Servicing Representative.

Why did the Bargaining Team members unanimously vote to recommend the Tentative Agreement?

Each change addresses the bargaining commitments and survey results.

Each change provides an answer to various grievances and problems raised in labour management over the life of the expired Collective Agreement.

Each change provides us a base to build on for the next round of bargaining in 2020. We are sure we would not have achieved those changes without your strong strike mandate.

CUPE / Canadian Union
of Public Employees

