

# Bargaining Bulletin

Your Negotiating Committee will have its first collective bargaining meeting with U of T on March 25th to negotiate a new full-time (FT) & part-time (PT) collective agreement.

## FT & PT WORKERS ARE TAKING ACTION FOR A FAIR CONTRACT

High participation, unity and solidarity are necessary to win fair contracts. That's why CUPE 3261 has been doing member training to have hundreds of one-on-one conversations with FT and PT workers to build power. Most of you agree that contracting out is a serious threat and have asked your Negotiating Committee to address it in this round of bargaining. We are excited to report that a majority of you have agreed to take action during this round of negotiations to stop contracting out. This is an historic level of participation in our union.



Photo: Participants at a CUPE 3261 training for member organizers on how to have one-on-one conversations and ask co-workers to take action (Feb 18, 2022).

## BILL 124 LIMITS COMPENSATION INCREASES TO 1%

Doug Ford's Conservative government has passed legislation (Bill 124) limiting public sector compensation increases to 1% for a 3-year period. This legislation is an attack on free collective bargaining and is being legally challenged by CUPE and other unions. FT & PT workers got the maximum allowable 1% compensation increase from Jul 1, 2020 to Jun 30, 2021. This covered one out of the three-year "moderation period" set out in the legislation. Bill 124 captures compensation broadly and includes wages, benefits, paid leaves, paid sick days, allowances, and more. Your Negotiating Committee will do its best to negotiate the maximum compensation increase possible.

**CUPE 3261**  
Workers United!

## CONTRACTING OUT IS A THREAT

U of T has been contracting out good jobs with fair wages and benefits. More work has been handed over to for-profit contractors who provide 30% less in wages and minimal benefits.

- It's **unfair**.
- It **weakens your bargaining power**, making it harder to win fair gains.
- It pits workers against workers in a **race to the bottom**.

Take action! Educate your co-workers about this threat.

## STAY CONNECTED

We will be working hard to keep members informed through every step of the negotiation process, and it's crucial that you're able to receive these updates. If you have not already, make sure to sign up for our email list at [3261.cupe.ca](mailto:3261.cupe.ca).

## NEGOTIATING COMMITTEE

Your negotiations committee for this round of bargaining was elected in 2020 and consists of:

Allan James (Union President)  
Chris Tavares (UTSC)  
Edwin Viteri (UTSG)  
Nancy Tomas (UTSG)  
Stef Kennedy (UTSG)  
Wilson Franco (UTM)