

**AUG 25
2023**

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CUPE 3261 BARGAINING BULLETIN

FULL-TIME PART-TIME, CASUAL, 89 CHESTNUT



“Our union’s strength comes from our ability to work together – to bring together people from different places and of different backgrounds into one union. For this to be a place of justice for all, we cannot let the University divide us against each other based on what someone’s job title is. It’s time to stand up for each other and come together. Together, we can make this a place where fairness is for everyone, no exceptions.”
– **Luke Daccord, Sport Facility Operator & CUPE 3261 President**

UNITED WE WIN

One of the most important principles of unionization – if not the most important – is unity. Unity across disciplines, unity across departments, unity across campuses, and unity across bargaining units! Simply put, unity is our most important tool in our struggle to make University of Toronto a better place to work.

The history here at the U of T has shown that management has used and continues to use tactics that keep us divided and allow them to treat us unequally. There are three tactics that U of T uses that hold power over us:

1. They bargain with United Steel Workers (USW) first and then they bargain hard with the rest of us to force us to take what USW agreed to.
2. They bargain with each of our 3261 bargaining units separately.
3. They insist on confidentiality at the bargaining table.

These three tactics form UofT strategy which they call “Pattern Bargaining”. The truth is that this pattern does not work for us, and CUPE 3261 members have known it for too long. It is time we do something about it.



“Divide and conquer tactics used by the university have held us back for far too long. It is time to come together in solidarity and strengthen our union” – **Chris Tavares, Lead Hand Maintenance Technician & FTPT Negotiating Committee (UTSC Rep.)**



“The University likes to tell us that we are different in many ways, that’s why they refuse to sit down with us together. Yet, many of us casuals do the same work but for lower pay and zero benefits. It’s time we unite.” – **Stanley Treivus, Athletic Service Attendant & Casual Unit Rep.**

UNITED WE WIN continued...

Our union represents workers that are in three separate bargaining units at U of T: Full Time – Part Time, Casual, and 89 Chestnut. Our leadership recognizes that we are stronger together and has committed to demand that U of T sit down with all three of us at the same table. U of T has adamantly refused. This refusal is not a surprise, because they know full well that they will always hold an advantage over us by maintaining the status quo. Our leadership is committed to transparent bargaining. We will not agree to confidentiality at the bargaining table. We are stronger when we are all informed.

When management says, we can't negotiate with you together because we have different interests, it isn't true, we have more in common than they would admit. We must focus on what unites us. What unites us is our common interest in a living wage, our ability to pay rent, put food on the table, go to the doctor when we get sick and respect on the job. All these things are things that we all want, and management knows that, and they also know that as long as we negotiate separately, we are less likely to achieve these things. Is it fair that a group of workers have access to more sick days than others? Is one's health more important than others? We say No. We say enough with the inequality at UofT!

Our leadership's commitment to break this pattern of low wages and disrespect is unwavering, but it will take each and everyone of us to unite behind this demand. For as long as the status quo exists inequality, injustice and disrespect in our worksites will remain. We cannot allow this to continue. Why not make this one of the most, if not the most, important objective?

The Executive and the three Negotiating Committees have sent an open letter to Alex Brat, the Senior Executive Director of Labour Relations, requesting that the University of Toronto negotiate with all of our three units together. You can find it on our website at 3261.cupe.ca. Our position is reasonable and just.

It's time to end the status quo.



*"No matter where we come from or what our color, all of us work hard at UofT for our families. We all deserve dignity and respect. But management has used and continues to use tactics that keep us divided and allow them to treat us unequally. We need to join together to fight for our future, just like we won better wages, safer workplaces, and civil rights in our past." – **Atalla Savory, Cashier/Hostess & 89 Chestnut Unit Rep.***



*"No matter our differences, most of us want pretty similar things. We want to be treated with respect and get paid enough to take care of our families. Let's join and work together to make The University of Toronto a better place to work." – **Anthony Jude Pereira, Service Worker Caretaking & Full-Time Part-Time Unit Rep.***

In Solidarity,
Your 3261 Negotiating Committees:
Luke Daccord &

FTPT: Andrew Lobo, Anthony Pereira, Bonnie Hassan, Chris Tavares, Joe Madden, Kevin McDermott, Robin Baj

Casual: Marie James, Roy Su, Shayan Malik, Stanley Treivus, Tawfiq Nasim

Chestnut (Interim): Alberto Pizarro, Atalla Savory, Daniel Dimayuga, Jenny Luc, Raymond Chung, Soosainathan Rajendiram



"I have worked at The University of Toronto for a long time and I have seen them divide us in an attempt to weaken us time and time again. It is time we unite and truly stand together as one with other Full-Time Part-Time and Casual workers and break the pattern of low wages and disrespect" — Soosainathan Rajendiram, Food Service Worker & 89 Chestnut Interim Negotiating Committee

NEXT STEPS

Once the fall term starts, we will begin building a network of stewards, distributing bargaining surveys, and having meetings in workplaces to determine what are the most pressing issues we face, and what actions we're willing to take as a membership to achieve these goals. Winning a fair agreement will require maximum participation from our entire membership! Stay tuned for more updates to come. If you are not receiving union emails make sure to sign up at 3261.cupe.ca.

89 CHESTNUT UPDATES

Last month, 89 Chestnut members ratified a new collective agreement that was for the most part retroactive — running from January 1st 2022 and expiring December 31st of this year.

As per our bylaws, once an agreement is ratified the negotiating committee is disbanded. Elections for the next negotiating committee will be taking place at Chestnut in the month of September. Until then, the previous committee will continue their work as an interim negotiating committee while bargaining preparations continue.



"It's time we unite and use our collective power. Let's stand together: Full timers, part-timers, casual workers and workers at 89 Chestnut." — Andrew Lobo, Landscape Technician & FTPT Negotiating Committee (UTM Rep.)

JOIN THE C.A.T. TEAM!

Negotiations are won in the workplace not at the bargaining table. The Contract Action Team (CAT) is a group of CUPE 3261 members who are committed to communicating about contract negotiations with the broader membership at every workplace, as well as organizing members for visibility and action in support of our objectives.

SIGN UP AT [3261.CUPE.CA/CAT](http://3261.cupe.ca/cats)