

In A Show Of Disrespect, University Refuses to Negotiate

Button Action

Amazing show of unity with our button action today! FTPT, Casuals and 89 Chestnut are united for respect and dignity! Show your continued solidarity tomorrow as Casuals go to the table!

Didn't get a unity button to wear today? If you and your coworkers want to be more involved in the next action, call or text 647-835-8126 to join our contract action team where we're building power in the workplace by helping to keep coworkers informed and engaged on the negotiations process. Remember – fair contracts are won in the workplace, not at the bargaining table. Today's button action is just the start!



FTPT Day 1 Bargaining Update: University Refuses to Negotiate

We went to the table with the following members of the FTPT bargaining committee today: Anthony Jude Pereria, Luke Daccord, Joe Madden, Andrew Lobo, Chris Tavares, Kevin McDermott and two guest observers from the Casual and 89 Chestnut Committees (Stanley Treivus and Raymond Chung). After introducing our team the university refused to negotiate unless we asked our Casual and 89 Chestnut members to leave the room. We told them that we were prepared to negotiate the FTPT collective agreement and had opening proposals ready to present and discuss. They refused to negotiate and receive our proposals.

Next Steps: Unity and Solidarity

We know our members are united on this. Of the more than 500 bargaining surveys we received 95% percent of you stated that you agreed with this strategy and said no to the division. We won't let this deter us. We have the right to bring observers to negotiations and in fact have done this in the past with no problem. We have responded with a letter from our attorneys stating our case and informing the university that should it insist on dictating who we can and

cannot have at the table, we will take all necessary measures in response including, but not necessarily limited to, commencing an application before the Ontario Labour Relations Board seeking all appropriate remedies. We will continue to be united while also recognizing that it is important to start negotiations. Unlike the University we're not unreasonable. Make no mistake, we are prepared to negotiate and bring the important priorities our members have told us they care about in the surveys, to the table, like Wages, Respect and Dignity, and Understaffing.

Next negotiation dates:

Nov 15: Casual / Nov 17: FTPT / Nov 21: Casual / Nov 22: FTPT / Nov 28: Chestnut

First Round of Proposals Tabled

Despite the University refusing to engage, we did email them our first three proposals we were ready to discuss. You can view them in full on our website at 3261.cupe.ca/proposals

1. Job Security / Contracting Out
 - A complete stop to any and all further privatization of CUPE 3261 bargaining unit members work, and the strengthening of language protecting our work from being done by supervisors or non-unit employees. The U of T community is best served by U of T employees – receiving fair wages, benefits and pensions.
2. Seniority
 - Codifying Aramark seniority in the contract for food service workers who were brought in house in 2016 (for use only when comparing to other former Aramark employees)
 - Addressing issues in our current seniority system which the university has used to justify violating rules on things like shift reassignments for former Aramark food service employees, and between employees who have the same date of hire.
3. Shift Premiums
 - Increasing the evening and overnight shift premium and introducing a premium for working on weekends, as well as ending the two-tier system which requires food service workers to work later than others to earn the evening shift premium

CUPE: United We Win!

For the first time at the University of Toronto, 7 Bargaining Units across 3 CUPE Locals representing over 8,000 workers are currently in a bargaining position! UofT depends on our collective labour, but our collective agreements do not reflect our value. For too long, we've seen how divide and conquer tactics allow the employer to treat Bargaining Units unequally, even though we face the same issues: unlivable wages, job insecurity, overwork, and hostile workplaces. No more!

Now, we are using our collective voice as library workers, postdocs, maintenance technicians, caretakers, teaching assistants, cafeteria workers, course instructors, and sport facility attendants (and more!) in CUPE Locals 1230, 3261, and 3902 to resist UofT's tactics. Unlike our employer, who insists on confidentiality at the negotiating table, we believe the bargaining process should be transparent. That's why we've created this joint newsletter to share our common priorities across Units and Locals for this bargaining year. See it on our website at 3261.cupe.ca.