

Better Scheduling, Paid Leave: Casual Bargaining Concludes First Meeting

Today, the Casual Unit went to the table with the following members: Luke Daccord, Stanley Treivus, Devyn Stackhouse, Alex Koumantaros, and Roy Su. Yesterday, the University refused to negotiate with the FTPT unit with the presence of Casual and 89 Chestnut observers. After notifying the University of our legal right to have observers, the University responded that they would be seeking their own legal advice. At the same time, they suggested we either cancel the rest of this week's meetings until they hear back from their legal team or continue the meetings without observers.

Our position is clear: we have the right to observers and will fight to ensure every bargaining meeting has the participation of all three units. We also recognize the importance of moving negotiations forward. As a result, we agreed to continue today's meeting without the observers of the Full-Time Part-Time Unit and 89 Chestnut Unit on a without prejudice basis, meaning we reserve our right to observers.

During this session, we outlined our key bargaining priorities for our unit: wages, enhancements to paid leaves, respect and dignity, and fair scheduling. We then presented four proposals regarding scheduling, paid and unpaid leaves, contracting out, and shift premiums. You can view them in full on our website at 3261.cupe.ca/proposals



"Equal work deserves equal pay, plain and simple. It's not about labels—whether you're full-time or casual, the work is the same. No more division. We must stand together and push for what's right". - Joseph Kim, Casual Athletic Service Attendant, Varsity Centre

1. Scheduling / Hours of Work
 - Ensure all shifts in every department are equitably scheduled. Currently, no language on this exists, allowing supervisors to schedule casual workers however they please. This permits arbitrary scheduling, and leaves open the risk of bias, favouritism, and discrimination.
 - Have all schedules posted at least one week in advance, with no penalty for refusal of shifts within the one-week period
 - Casuals who are called back to work after leaving receive 1.5x pay for a minimum of four hours (currently in the FTPT agreement)
2. Paid leaves
 - Provide 10 paid sick days per year (currently at two paid sick days) and two paid personal days
 - Improved language on short-term and long-term unpaid leave without impacting preferred hiring
 - Five paid days for non-birth parent leave (currently only paid for the remainder of shift)
 - Improvements to paid leave for union business
3. Job Security / Contracting Out

- A complete stop to any and all further privatization of CUPE 3261 bargaining unit members' work
4. Shift Premiums
- Providing an evening, overnight, and weekend shift premium (in alignment with FTPT)

While the University did not provide official responses or proposals during this meeting, some general points were highlighted that we believe members should be aware of. Firstly, they stated that casual work is not intended to serve as a primary source of income, and secondly, emphasis was placed on the idea that casual work is not intended to be secure. Additionally, the University acknowledged the financial pressures faced by our members, but also claimed its own financial constraints and an inability to increase revenue.

The University did indicate they are open to discussing the equitable distribution of casual shifts.

Next negotiation dates:

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