

BARGAINING UPDATE

January 9, 2023

FTPT DAY 5 + MORE

Your FTPT Unit returned to the bargaining table for a half day in late December to finish the first pass of proposals. 10 final proposals were made, including things like language on overwork and understaffing, improvement to permanent shift reassignment language for sessional workers, and changes to paid personal days and holiday pay to be more equitable for those working part time, on weekends, or for those who work shifts longer than 8 hours. Read on for more info on the University's comments at the table and the details of the proposals.



Raymond Chung, Food Service Worker & 89 Chestnut Bargaining Committee Member, speaking at our Holiday Solidarity Rally on December 18th



Take Action

“We, the members of CUPE 3261’s Full-Time Part-Time, Casual, and 89 Chestnut Bargaining Units, are united in our demand for a living wage, respect and dignity.”

Despite the University’s claim that they care about their employees, a pattern of disrespect persists through consistently offering low wages, contracting out our work, unequal pay for doing the same work, and fostering division among us.

Our ability to achieve meaningful gains can only happen when we have high participation from all our members. This is why your bargaining committee has launched a petition to show our unity in demanding a livable wage, respect, and dignity.

The petition is being circulated across workplaces by your Contract Action Team (CAT) members. If you agree it is time to end this pattern of disrespect, **sign the petition and spread the word with your colleagues.**

If you haven’t seen the petition yet or don’t have a CAT member in your workplace text or call 647-835-8126 or email info@cupe3261.ca

Bargaining Table Update

While the University didn't formally respond to any proposals, they did provide some comments.

Our proposal on understaffing and overwork asks the University to commit to making reasonable efforts to post and fill vacant positions to avoid a negative impact on staffing levels. Time and time again we deal with this in our workplaces – being expected to do the job that two, even three people used to do. The University, on the other hand, says that staffing is solely the job of management, and **they don't believe that workers have sufficient knowledge or anything to contribute to the conversation about appropriate staffing levels** — we believe that workers do.



CUPE members and allies at our Holiday Solidarity Rally

When it comes to staffing and (not) paying a living wage the University also claimed that “we have no trouble hiring in this unit”, and that “it's rare that people turn us down because they could get a higher paying job by going elsewhere”!

See more details on all the new proposals tabled on the next page.



CUPE Ontario President Fred Hahn speaking at our Dec 18 Holiday Solidarity Rally

Next Dates for FTPT, Chestnut, and Casual Units

On December 14th we proposed multiple different dates to meet with the University for all units in the month of January. As of Monday, January 8th, the University has only agreed to one date so far: The Casual Unit and 89 Chestnut Unit with ½ day each this Wednesday, January 10th. We expect many more dates to come for all units. CUPE Local 3902's two units and CUPE 1230's two units will be negotiating over the coming weeks as well – with 3902's Unit 1 (5,000+ teaching assistants) having their first day at the table on Monday, January 15th!

Update from the FTPT Table

Your FTPT Unit returned to the bargaining table for a half day on the morning of Monday, December 18th. At the meeting, the bargaining committee informed the University that we would not be simply accepting their hand-me-down proposals, and tabled 10 final proposals. This completes the negotiating committee's first pass.

1. Understaffing
 - The University shall make reasonable efforts to post and fill vacant positions to avoid negative impact to complement levels and inform the union why they are not filling a position.
2. Temporary Employee Probation
 - Probation will not restart and pay will not be reduced for temporary employees who sign successive contracts
3. Coaching Letters
 - Move the article on Coaching Letters outside of the section titled "Discipline" as Coaching Letters are non-disciplinary
4. Membership List
 - Improvements to the monthly membership and dues lists the union receives to make it easier for us to enforce the contract
5. Paid Holidays
 - Prevent a reduction in pay for part time employees who are not required to work a holiday in which they are regularly scheduled to work. Also pay 1.5x for time worked on the actual *or* observed day for all holidays in the CBA — not just for stat holidays.
6. Paid Personal Leave
 - Clarify the definition of paid personal "day" to mean the length of an employee's regular shift. E.g. one PPD should cover an entire day off work whether you regularly work 8 hour shifts or 10 hour shifts.
7. Administrative Assistance
 - Increase the amount of university paid leave for members to do union work.
8. Part Time Union Officer
 - Similarly to how the Union President is on 100% University paid release to work for the union, establish a second release of 50% which is University paid, to have a second Union officer helping to service the union.
9. Permanent Shift Reassignment
 - Clarification that rules regarding seniority preference and notice periods for shift reassignments will apply to returning sessional workers.
10. Safety Shoe
 - Increase from \$175 to \$200 and expand to other forms of safety shoes (e.g. non-slip)

A complete summary of all proposals tabled to date for all three units, the exact language of the proposals, and their responses from U of T can be found on our website at 3261.cupe.ca/proposals.