

Gains Made At the FTPT Table — But the Fight Continues for Dignity, Respect, and a Living Wage

- Our coordinated actions with CUPE Locals 3902 and 1230 – like our button actions, joint rally in December, and all 7 bargaining units filing for conciliation at the same time – has translated to movement at the FTPT table in the last meeting on Wednesday January 24. **We must remain united to win the best possible deal.** Read on for more info.



“If we stand united I believe we will win!”

Jun Cabrera
Maintenance Worker II
Scarborough Campus

- Casual's most recent meeting was January 10th when they finalized their proposals. 89 Chestnut's was on January 19th when they did the same. We are still waiting for employer responses to the proposals.
- Next scheduled negotiation dates are **Thursday, February 1st** for both FTPT and Casual Units. The negotiation committees have requested further meetings with the employer nearly every day this week and next week and will continue to push to meet to reach an agreement.
- **“We, the members of the 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.”** Over 500 CUPE 3261 members have signed a petition from the negotiating committee calling for these things. If you haven’t yet come across this petition in your workplace you can now also sign a copy online on your phone or computer [here](#). This petition serves as a collective voice against the University's persistent imposition of disrespect, unequal wages, contracting out, and division, and is crucial to keep the pressure up.

**SAFE WORKPLACE AT HART HOUSE NOW!
NO RETALIATION FOR SPEAKING UP AGAINST HARASSMENT**



- Members are also taking action at Hart House for a case of retaliation. Late last year, a member who reported sexual harassment – which was substantiated in an investigation – has experienced a significant reduction in hours and mistreatment in the workplace. It is clear that this reduction is a direct consequence of filing the complaint. **And they ask us why we’re wearing buttons demanding respect and dignity?** We encourage you to sign the petition [here](#) and share it with your coworkers and anyone in the university community.

FTPT Table – Following our Unity, University Improves Initial Offer

During the last Full-Time Part-Time Meeting, the University tabled an improved offer, a notable departure from the initial proposal made in November on a handful of issues:

Union Proposal	Employer November Response	Employer January Response
\$1 hourly premium for cooks and above holding Red Seal Certifications	Denied	Agreed
Increase shift premiums to \$1 (afternoon) and \$1.50 (overnight), eliminate food service carve out, establish weekend premium	Increase shift premiums by \$0.10 to \$0.75/\$0.85. No to eliminating food service carve out, no to weekend premium.	Double the initial offer to increase shift premiums by \$0.20 to \$0.85/\$0.95. No to eliminating food service carve out, no weekend premium.
Increase standby pay for snow removal from 2hrs/week to 2 hrs/day in line with industry standard.	Denied.	Double current standby pay to 4hrs/week.
Do not reduce pay when temporarily assigned to a lower class (currently pay is reduced after 2 weeks)	Increase from 2 weeks to 3 weeks	Increase from 2 weeks to 4 weeks
Do not return a temporary employee to the probationary rate if starting a second contract within 12 months	No response	Agreed
Increase safety shoe allowance from \$175 to \$200	No response	Agreed
Change bereavement from 5 consecutive days to 5 consecutive <i>working</i> days	Denied	Agreed

Reclassifications

The University also tabled combining four classifications into a higher level, which equals wage increases ranging from 0.5% to 8% before any across the board increase for those employees depending on the classification. We believe this also opens the door to further discussions on key proposals on wage realignments and job evaluation.

2) Changes to the Schedule I: Wages and Hours of Work – CUPE 3261: Full-Time, CUPE 3261: Part-Time, and CUPE 3261: Temp as follows:

- Combine classification Building Patrol II into Building Patrol I at the higher Building Patrol I rate (0.5% increase before ATB)
- Combine classification Stores Technician I into Stores Technician II at the higher Stores Technician II rate (5.25% increase before ATB)
- Combine classification Laboratory Animal Technician II into Laboratory Animal Technician III at the higher Laboratory Animal Technician III rate (4% increase before ATB)
- Combine classification Veterinary Technologist I into Veterinary Technologist II at the higher Veterinary Technologist II rate (8% increase before ATB)

Fair contracts are won in the workplace not the bargaining table

These improvements would not have been possible without the pressure we're building in the workplace. Since the start of bargaining, members have shown their engagement by participating in the Contract Action Team, engaging in discussions with fellow members, displaying solidarity buttons, and attending our rally. Our three units (FTPT, Casual, and Chestnut) have been closely coordinated, alongside CUPE 1230's two Library Workers units and CUPE 3902's two Teaching Assistants and Post-Docs units who are also in bargaining. In total, these seven units filed for conciliation together last year, which means that over 8000+ workers have the potential to be in a strike position at the same time.

Next Steps for the FTPT Table

The fight is far from over. The next few weeks are crucial in our fight for a living wage and dignity and respect. Several critical issues remain unaddressed, including **our living wage proposal, language pertaining to job evaluation, shift premiums for food service workers, realignments for cooks and elevator mechanics, paid licensing, training and certifications, understaffing, and contracting out.** Another critical consideration is the fact that we have not yet heard counters from the University for our Casuals and 89 Chestnut units, who we are united with on a number of proposals for living wage, respect and dignity.



Update from the 89 Chestnut Table

Proposals tabled since last bargaining update:

Bridge: Establish retirement bridge in parity with FTPT

Staff Appointed Childcare Plan: Establish child care plan in parity with FTPT

Probationary Improvements: Modify probationary period in parity with FTPT

Vacation: Move from 2 weeks starting vacation to 3 in parity with FTPT

Room and Public Area Attendant Workload: Establish workload limits for rooms cleaned.

LOI on ESS Information: Display Paid Personal Day and Vacation allotments on ESS

Seniority and Shift Distribution: Clarify distribution of hours of work and of overtime according to seniority

Paid Personal Days: Strengthen language around Paid Personal Leave in parity with FTPT proposal

Relationship and New Employee Meetings: Housekeeping changes and establishing meetings for new employees with union representatives in parity with FTPT

Union Leaves: Establish union leaves in parity with FTPT proposal

Wage Equity

In addition to seeking equal compensation with the FTPT unit for crucial issues like sick leave and vacation time, earlier this month 89 Chesnut's Negotiating Committee tabled UNIFIED wages with the FTPT and Casual unit – pegged to existing classifications within those units.



Update from the Casual Table

Health Benefits for All — Casual Committee Proposes Casual Benefit Plan

On January 10th, the Casual Bargaining Committee submitted its final set of proposals, highlighted by a **letter of intent to establish a health and dental benefits plan within one year of ratification**. Recognizing that the majority of our casual members are non-students, the necessity for benefits has become increasingly apparent. While student members have access to benefits through their student unions, many non-student casuals, facing precarious employment, do not.

We believe that everyone, irrespective of their student status, should have access to benefits like prescription drugs and essential dental care. Notably, the University currently provides a generous benefits plan to tens of thousands of staff, and we believe that a viable, opt-in plan can also be developed to include casual workers. Our proposal seeks to initiate discussions on the structure of this plan within six months of ratification, aiming for its establishment within a year.

Throughout the session, the University offered informal responses to our earlier proposals:

- Open to further discussion on equal pay for equal work.
- Open to equitable shift distribution.
- Agreement on 12-month study/research leave and ensuring approved leaves do not impact preferred hiring status.

However, the university rejected the following proposals:

- Hiring preference for FTPT positions.
- Improvements to FTPT conversion.
- Proposal on paid training, certification, and licenses.
- Compensation for losses due to late/incorrect pay.

The University claims that they do not believe in giving preference for casual workers for FTPT positions or improving eligibility conversion because the casual unit is not meant to be a “shadow workforce” of the FTPT unit, and was initially created to be a distinct and flexible workforce. Despite this, the University's actions tell a different story. Many casual workers work consistently side-by-side with FTPT members, doing the same or similar work. If a casual worker, already contributing to the University in a capacity similar to FTPT members and is qualified, expresses an interest in a long-term career at U of T, we believe they should get the job.

Furthermore, in terms of conversion, we believe that if a casual worker is consistently given the same shifts, this signals the need to transition them into a permanent part-time or full-time role. Current conversion language requires non-student casual members to work consistently for two years, a duration we think is too long. We instead proposed a one-year requirement, which we believe is a more reasonable timeframe in determining if a casual position should be a part-time or full-time role.

In essence, our position is grounded in the belief that **if a casual worker is already performing tasks equivalent to FTPT roles and showcasing dedication through consistent service, they should be given an opportunity for career advancement within the University.**

While the above proposals were rejected, we remain committed to negotiating meaningful changes. However, the bargaining committee cannot win these changes on our own. The engagement and participation of all our members are crucial, and one way you can do this is by making sure all members sign our [petition](#).

Proposals Tabled Last Session:

1. Casual Benefits Plan
 - Initiate discussion within six months of ratification to create a casual benefits plan (extended health care and dental) and established within one year of ratification
2. Negotiating Committee Makeup
 - Improve unity by creating a central bargaining table between Full Time Part Time, Casual, and 89 Chestnut
3. Clothes
 - Provide coverage for non-safety footwear if required and particular types of clothes, not just those with university logos, if required by the employer (e.g., plain black shirt)
4. Safety Shoe and Boot Allowance
 - Increase from \$175 to \$200 and expand to other forms of safety shoes (e.g. non-slip)
5. Gratuity Reports
 - Provide accounting for all beverage staff, not just Hart House, and share *total* gratuities collected to improve transparency
6. Membership List
 - Include wage rate for each member in monthly membership lists received by the union
7. Vacation Pay
 - Codify existing rules in Employment Standards Act by clarifying increased vacation pay rate of 6% after 5 years of continuous employment and clarify definition of continuous employment

View the full language of the proposals at 3261.cupe.ca/proposals.