

Update Summary:

- CUPE 3261 will be holding a **joint press conference** with CUPE 3902 this Thursday, 9AM-9:30AM at Simcoe Hall. Join us if you can!
- **FTPT Committee Update:** Last meeting, the committee discussed the University's proposed benefit improvements, stressing that our members want wage increases over benefits due to the impact of rising premiums on overall compensation. Despite challenges in scheduling further negotiation dates, unity is crucial for achieving a fair contract. Next meeting scheduled for Feb 13.
- **Casual Committee Update:** The Casual Bargaining Committee met with the University, discussing proposals for sick leave and equal pay for equal work. The University offered one additional paid sick day and signaled agreement on equal pay but at the FTPT probationary wage rate and without a clear definition of what constitutes "equal work". Other proposals, including equitable shift distribution and a casual benefits plan, are pending University response. The University has not yet provided a date for the next meeting.
- **89 Chestnut Committee:** The University still has not yet provided any further dates for 89 Chestnut since the last meeting on January 19th. They have also not responded to any proposals despite the fact that the negotiating committee tabled wages over one month ago. Members at Chestnut are fighting for a number of key proposals to align benefits with the FTPT unit like shift premiums, sick pay, and vacation.

See below for more details. As a reminder, our bargaining is fully transparent, and all proposals are available for review on our website at 3261.cupe.ca/proposals

And if you haven't signed our living wage petition yet, please do so by clicking [here](#)



CUPE 3902
CUPE 3261

**PRESS
CONFERENCE**
8,000 WORKERS UNITED
FOR DIGNITY, RESPECT,
AND A LIVING WAGE!

FEBRUARY 8, 2024
9:00-9:30 AM

SIMCOE HALL
KING'S COLLEGE CIRCLE,
ST. GEORGE CAMPUS,
UNIVERSITY OF TORONTO

CUPE 3261 will be holding a joint press conference with CUPE 3902 this Thursday.
Join us if you can! Stay tuned for updates to come.

UNITED WE WIN

FTPT Unit Update

Benefit Discussions

At the table last week the negotiating committee met for a half day. U of T brought their benefits administrator to the table and we talked about their proposed benefit improvements (the same ones they offered USW). We told UofT that while our members are happy with our benefits now – improving them is not a priority this round. What our members want to see is WAGES, and every time our benefits increase, so do our premiums – which eat away at our wages!

The University says they want to improve benefits for our members because our work is labour intensive and there are high rates of absenteeism. We're telling UofT that the best thing they can do for our health is to put the money they would spend on the improved benefits towards paying us a living wage so that so many of us don't have to work two jobs to get by. That is the best thing they can do for our health.



"One job at UofT should be enough to live in the GTA. I work two jobs because I cannot afford to care for my family with just the wages I earn at UofT. This is why we need to stay united in our demand for a living wage at UofT."

Graham Farkas
Campus Service Technician I
St George Campus

Paid Personal Days

We've asked U of T for the same when it comes to the extra paid personal day which the University offered to USW and now to us. U of T has indicated that one day is "worth" 0.4% in productivity. We told them our members would rather see that in our wage increases.

U of T's Stance

Not only is UofT adamant to keep us to the wage pattern given to USW – they don't want to listen to the needs of our members to determine how we want to see costs associated with increased paid personal days and benefits allocated. It will take unity and coordination with other CUPE locals in bargaining to win a fair contract that meets our needs.

Next Dates

We have told the University that all of our negotiating teams are ready and prepared to bargain from 9AM to 9PM any day of the week, including weekends. Yet, they have provided only one further date for the FTPT Unit so far – Tuesday February 13th from 5PM to 9PM. They have not provided any other dates for any other units. Despite this, your negotiating committees remain united to achieve a fair deal for all workers in our FTPT, Casual, and 89 Chestnut units.

UNITED WE WIN



Maintenance Worker II's,
Campus Service Techs, and
Caretakers at UTM — united
and ready to fight for more!

Casual Unit Update

Sick Leave

On Feb 1, the Casual Bargaining Committee concluded its 5th meeting with the University. The casual unit proposed wages over 2 months ago yet during the meeting, the University did not have anything prepared except for one counterproposal on sick leave. They have offered only one additional paid sick day, bringing the total to just three sick days per year (one every four months).

Our proposal calls for a more robust policy of 10 paid sick days per year, aligning with the Justice For Workers campaign championed by the Decent Work and Health Network. This standard has already been adopted by the federal government for all federally regulated industries. Additionally, our proposal includes the reimbursement of sick notes as the FTPT unit has, a detail that was ignored in the University's counterproposal.

Equal Pay for Equal Work

The University did not formally table a counterproposal on equal pay for equal work, however, they did provide a verbal response with additional detail. Conceptually, the University agreed with the idea and indicated a willingness to compensate casual workers for performing the same duties as their Full-Time Part-Time counterparts.

However, they've signaled that they're only going to offer to pay them at the FTPT probationary wage rate. And it remains to be seen language they will propose to define "equal work". Our position remains that anyone who performs a *significant portion* of the duties of a FTPT position should receive the equivalent Full-Time Part-Time rate.

Other Proposals

As of now, the University has not addressed any of our other remaining proposals. While there were indications of potential movement on equitable shift distribution, no formal counters have been presented. Other proposals such as a casual benefits plan, financial compensation for late/incorrect pay, shift preference, conversion, clothing allowance, and leaves of absence are yet to be addressed.

All proposals are available on our website at 3261.cupe.ca/proposals

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