

CUPE / 3261

WORKERS UNITED

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**CUPE 3261
25 YEARS
OF SERVICE AT
UNIVERSITY OF TORONTO**

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PRESIDENT'S MESSAGE

Hi Brothers and Sisters, I would like to wish everyone a Happy New Year! As we start the new year, we are reminded of what is important to us. For me like most members is my Family. I am constantly reminded of how important they are in my life and without them I am nothing.

CUPE 3261 is also my family and I would like to take this opportunity to thank all members who have given so much to make this union what it is today. I thank you for voting for the Part-Time contract, I know by your support we are on our way in the right

track. There are a lot of challenges still ahead, one being the full - time contract, which will be up in June 2014. I know by your help and guidance we can achieve great things.

There is a quote from Galatians 6:7-16 which say do not be deceived: God is not mocked, for whatever one sows, that will he also reap. For the one who sows to his own flesh will from the flesh reap corruption, but the one who sows to the Spirit will from the Spirit reap eternal life. And let us not grow weary of doing good, for in due season

we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith. See with what large letters I am writing to you with my own hand.

As for me, I will always try to do my best to insure that the challenges and triumphs that we encounter will create growth and sustainability in moving our local forward. Thank you.

Allan James
President CUPE 3261

VICE PRESIDENT'S MESSAGE

Hello Brothers and Sisters, I wish you all a healthy and prosperous New Year. Can you believe 2013 is over, it felt like a blink of an eye. This year 2014 will be a busy and challenging year. Many things are in the horizon, such as Full Time/Part time and Casual members contract negotiations. The "Stand Up For Fairness" campaign and so forth. Make sure your democratic voice is heard.

Come out and vote for your negotiating team. Fill out your surveys regarding contract negotiations and send in your suggestions. As this compiled information will help us direct are focus, when in negotiations. Also please fill out and send in your "Stand Up For Fairness" pledge forms. For those of you who do not know about

the "Stand Up For Fairness" campaign. You will find some great information about the "Stand Up For Fairness" in our news letter. Together we can improve our union.

Hope to see more members getting involved in support of our union.

In Solidarity,
David Vieira
Vice-President

*Stand Up For
Fairness*



Collective Bargaining Works....

The gains made through bargaining benefit all Canadians. Unions help create fairness and speak up for the rights of all Canadian workers. But our ability to do our job is being threatened by Liberal and Conservative leg-

islation. You can help protect your rights by getting involved in your union. The first step is to sign your CUPE pledge card.

Gains benefit all workers and work for people everywhere

Every gain CUPE and other unions make have a ripple effect on the rights of other workers. Unions work hand in hand with others in political arenas to bring about positive change, including human rights laws, public education, universal health care, the Canada Pension Plan, social assistance and unemployment insurance.

Our members and our union are strong advocates for the public services we all rely on. Good union jobs contribute to the economic well-being of your family and your community.

Your rights to collective bargaining and quality public services are under threat

The Provincial Liberal government stripped education workers of their collective bargaining rights and now wants to remove the right to impartial third-party arbitration for workers without the legal right to strike.

Quality public services we have fought for and rely on, like hospitals, child care, municipal services, long-term care, universities and libraries, are being cut back, closed and sold to private, for-

profit operators.

Provincial and federal Conservatives are proposing plans that would effectively strip away your ability to bargain collectively by eliminating your union's right to collect dues from all members or to take political action to fight for laws that improve the lives of working people.



AUSTERITY AND SERVICE CUTS

What is “austerity”?

Austerity means cutting government spending by lowering wages and cutting public services. Though the financial crisis and corporate tax cuts caused Ontario’s deficit, the government is trying to pay it down on the backs of workers through austerity measures such as wage freezes, privatization, layoffs and closures.

Why attack us?

Tax cuts for corporations and the wealthiest Ontarians have reduced government revenues by \$17 billion per year. If the deficit were really the problem, the government would reverse those cuts, eliminating the deficit with billions to spare for expanding social programs and services. That, in turn, would create jobs and increase the tax base. Unions are a political force in Ontario fighting for improved services and working conditions. If unions are weakened or eliminated entirely, who will oppose more tax cuts for the rich? Who will fight for expanded publicly-operated services?

What is the cost of austerity?

Public programs are the great equalizer in our society. Cut programs and inequality increases. The richest 1 percent of Ontarians saw their incomes nearly double over the past thirty years, while the bottom 50 percent saw their real earnings go down.

Cuts included in the last budget will remove an estimated \$20 billion and 100,000 jobs from the economy over the next few years, slowing the already fragile economy by 3 percent and possibly sending Ontario back into recession.

Recent austerity measures include:

- ⇒ \$3 billion+ cut from hospital budgets over several years, even though Ontario already spends less per person on hospitals and has fewer beds than any province;
- ⇒ \$2 billion cut from schools, which will result in thousands of lost jobs and dozens of school closures;
- ⇒ \$160 million cut from post-secondary education while Ontario continues to have the highest tuition rates in the country;
- ⇒ Cuts to provincial-municipal transfers, despite continued downloading of some services (eg: Community Start-Up, Disability)
- ⇒ Real funding cuts will mean waitlists for developmental services (currently at 23,000 people), child-care (21,000 in Toronto alone), home care (10,000), long-term care (32,000), affordable housing (156,000) and other services will continue to grow as fewer and fewer Ontarians are able to access the services they need.

We need to stand up to these threats. We need to stand up for fairness!



UNION BENEFITS

Who benefits from unions?

Everyone. Fair labour laws ensuring free collective bargaining mean our union is able to negotiate

Contracts that are good for workers.

Many of these things prove popular with the public and become law. Over time, free collective bargaining benefits everyone in the province.

What benefits began in collective agreements?

There is a long list of union success stories that benefit you in your workplace, Your family at home and the People in your community. These include:

- ⇒ Fair wages
- ⇒ Forty-hour work week
- ⇒ Statutory holidays
- ⇒ Sick leave
- ⇒ Pension and retirement benefits
- ⇒ Paid vacation
- ⇒ Employment standards
- ⇒ Same-sex benefits
- ⇒ Pay equity
- ⇒ Minimum wage
- ⇒ Health and safety regulations
- ⇒ Parental leave
- ⇒ Anti-harassment protection
- ⇒ The weekend
- ⇒ A voice for strong public services

As the nature of your work and society change, your union continues to adapt, to advocate and to achieve contracts that protect and improve your job and quality of life.

Is your right to collective bargaining under attack?

The work your union does is at risk. The Liberals and Conservatives have proposed legislation that erodes your right to free collective bargaining and impartial arbitration. Don't stand on the sidelines while your colleagues work for you. Protect your rights by getting involved in your union.

The first step is to sign your CUPE pledge card.



Leanne MacMillan National Rep. At the St George Campus Ratification Vote. Members are also signing "Stand for Fairness" Pledge forms.

Take the Pledge...



LEGISLATIVE THREATS TO COLLECTIVE BARGAINING

Who is posing these threats

Over the last year, Ontario Liberals and Conservatives, as well as Harper federal Conservatives, have each proposed, and in some cases passed laws to weaken the ability of unions to bargain on behalf of members like you and to protect your jobs against funding cuts and privatization.

What bills have they introduced or threatened to introduce?

The Ontario Liberals used Bill 115 to remove the right to free collective bargaining for over 200,000 workers in Ontario schools. They released a draft bill to take away the right to collective bargaining from a further 500,000 workers in the Broader Public Sector (BPS). Now they are threatening new legislation that will damage Ontario's successful interest arbitration system that will hurt tens of thousands of CUPE members who do not have the legal right to strike.

How are they threatening us?

Tim Hudak's Ontario Conservatives hope to legislate away the legal ability of all unions to effectively bargain on behalf of workers in Ontario and to weaken them by outlawing workplace dues collection. The PC's proposed interest arbitration law will be even more damaging than what we've seen from the Liberals, and they want to let employers opt out of WSIB coverage.

Who doesn't want us to advocate for our members and working people?

Stephen Harper's Conservatives in Ottawa have already passed the first in a series of Bills designed to end the legal ability of unions to spend money to advocate on issues of public concern to their members like defending health care, increasing the CPP, protecting collective bargaining rights and participating in democratic elections. Even a Conservative Senator, Hugh Segal, has called this an attack on our basic "freedoms and democratic rights."

What is the impact?

None of these laws reflect majority public opinion in Ontario and they will do nothing to create jobs or help our struggling economic recovery. What these laws will do, if they ever come to pass, is make it easier for employers to drive down the wages and benefits of all workers, union and non-union alike.

What can you do?

As CUPE members, all of us can help make sure this doesn't happen. We can protect our legal right to belong to a union able to effectively represent us and bargain on our behalf. IF we speak out, now about how these anti-democratic attacks on our legal democratic rights are wrong and will hurt everyone in Ontario.

Don't stand on the sidelines while your colleagues work for you. Protect your rights by getting involved in your union.

HISTORY OF CUPE 3261

Cupe 3261 has celebrated it's 25th year as of June 1/1988. Our local previously had been SIEU (Service International Employees Union) previously before this. It became Cupe 3261 in the month of June 1st 1988 and became affiliated with Cupe National. A new executive was elected June 14/88 with the President being Bob Panzen .

So in the past twenty five years we have had four Presidents lead our local and they are Bob Panzen. Barry Williams, Mehdi Kouhestaninejad, Ron Hoinkes and Alan James . Alan is our President in this day and age.

Cupe 3261 is multi-cultural union with various nationalities which contribute to the labour movement here at the University of Toronto. We are all brother and sisters in the labour movement and we all thrive to reach the same goals which is to make a livable wage and look after our families.

As we look in the past our local has come a long way, even though there have certain battles that unions take on. Such as was our only strike in March 4th 1991 which was during the Bo Rae government NDP era in a recession time. Three locals were involved in this strike, 3902 Academic workers, 1230 Library workers and 3261 . All Cu-

pe locals which I am proud to say put up picket lines at all three campuses and forced the employer to lock us out. It was a surprise to Management at that time and quite a controversy here at the University of Toronto. Our local was out close to three and half weeks before we settled. Cupe 3902 had just settled five days earlier, but the sad thing was the Cupe 1230 struggled on till June 1st which caused a lot of hardship for their members.

This also lead to the Enforcement of Bob Rae days where all Government workers across the Province had to take 12 unpaid days for the year. It was established that all unions across must give up one unpaid day a month for 12 months of that year 1992.

In Solidarity,
Rudy Won
Health and Safety Officer

CUPE 3261

1988 - 2013

25 years strong!

PENSIONS

As union workers in the labour movement Pensions are available source of income when we retire from the work force. So as you workers their is an important component to retirement and that is to retire comfortably.

As workers we hear the words Defined Benefit plan and Defined Contribution Plan .

A lot of the union workplaces such as 39% have Defined Benefit Plans which are the caviar and provide a living comfortable income during retirement based on your years of service. Plus your benefits are included as a package deal and can be deducted from your pension to pay for them.

The private sector which is non-unionized favour this type of plan call Defined Contribution Plan which the employer pushes as they contribute their monies and your contribute yours. After this plan is put in place you as the employee are responsible for your retirement. So if you decide to

play the market there are risk factors and you must pay for your own benefits. Private sector companies don't have retirement benefits and only offer RRSP's for retirement.

In Solidarity,
Rudy Won
Health and Safety Officer

As of 2014 Pension statements will no longer be mailed out. You will have access to your statements online.

Be informed, join as at the membership meeting, and have your say.

HEALTH AND SAFETY



There are certain Regulations in the Ontario Health & Safety that lay out responsibilities of both the employer and the worker . The employer's responsibilities to the safety of the worker are under sections 25,26,27 of the act. and the workers responsibilities are under sections 8, 9, 18, 43.

This gives any body who comes under the Occupational Health & Safety Act responsibilities both Management and the workers.

In Solidarity,
Rudy Won
Health and Safety Officer

Workers Health & Safety Centre

1-888-869-7950

www.whsc.on.ca

LOCAL NEWS AND EVENTS

- General Membership Meeting will be held on February 8th, 2014 Location and Time to be Announced
- OUWCC February 20-23, 2014
- Shop Stewart Training February 24, 2014
- November 14, 2013 Casual contract ratified, F/T - P/T contract ratified
- Elections for CUPE 3261 negotiating teams
- Please fill out contract negotiation surveys
- Don't forget to fill out your campaign for fairness pledge forms
- Congratulations to Jimmy Carvalho our new Recording Secretary

