

CUPE / 3261

WORKERS UNITED

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CUPE 3261 UPDATES

CUPE 3261

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News Bulletin:

<i>Collective Bargaining</i>	pg.1
<i>The Campaign Against Contracting Out</i>	pg.1
<i>Health and Safety</i>	pg. 1
<i>The U of T Pension Plan</i>	pg 2
<i>Joint Working Committee</i>	pg. 2
<i>Next Steps</i>	pg 3
<i>No Changes to your current earned pension benefits</i>	pg. 3
<i>Congratulations</i>	pg. 3
<i>City of Toronto Budget Consultations</i>	pg. 3
<i>Local News & Events</i>	pg. 4
<i>Upcoming Meeting and Elections</i>	pg.4
<i>Christmas Festivities</i>	pg.4

COLLECTIVE BARGAINING

CUPE Local 3261 casual members employed at the **U of T Press Bookstore** concluded a new Collective Agreement which was ratified on Tuesday November 1, 2016. It provided for 2% annual increases for 4 years and significant language improvements for scheduling and additional shifts. Special thanks to Executive Board member **Fernando Ogorek** for representing members at bargaining.

CUPE Local 3261 members employed at the **U of T Faculty Club** concluded a new Collective Agreement which was narrowly ratified on Wednesday November 9, 2016. It provided for “market adjustments” for most, but not all of the classifications, lump sum payments and annual increases of 1%, 1% and 1.5%. Significant language improvements were made in many areas. Negotiations will continue in December and January for changes to the health, dental, life insurance and LTD plans. Special thanks to Executive Board members **Tuan Vong** and **Susan Kim** for representing members at bargaining.

HEALTH & SAFETY

Are you interested in health & safety certification training to eventually become a member of CUPE’s Health & Safety Committees at the University of Toronto St. George campus, UTM, or UTSC?
Contact Allan James President CUPE 3261 by **phone** at 416 738 4491 or by email at service.workers@utoronto.ca .

THE CAMPAIGN AGAINST CONTRACTING OUT

We held another membership town hall meeting on the evening of Monday September 19, 2016 to inform members about the latest decision of the Employer to contract out cleaning services for 5 more buildings: (Gerstein Library, Munk Centre – Devonshire, Banting Institute, Best Institute and 88 College Street)

We have continued our petition sign up in October and November with face to face contact with students and community members.

We continue to raise the issue with other unions and employee associations at our bi-monthly meetings. We made submissions to the search committee for the Vice President University Operations with the USW 1998 and the Faculty Association about an end to contracting out and low wages on campus.

We will be speaking to the UTSU and APUS associations to have them pass (undergraduate students and part time student unions).

We plan an escalation of our activities as we get ready for bargaining next year. If you are **interested in getting involved** contact your shop steward or Allan James President CUPE 3261 by **phone** at 416 738 4491 or by email at service.workers@utoronto.ca .

Pension Plan

The U of T Pension Plan

In February 2015, we ratified a new Collective Agreement for Full Time and Part Time members employed at U of T which agreed that on June 30, 2017 our contributions to the Pension Plan would increase from the current 6.8% to 7.7% for earnings under \$54,000 annually (YMPE) or from 8.4% to 9.5% for earnings over \$54,900. This will happen unless the Employer and the Union agree to something different.

We also agreed to participate in a Joint Working Committee (**JWC**) with CUPE 1230, the Faculty Association and USW 1998 and members of the Administration and non-unionized employees to engage in discussions about the long term sustainability of the Pension Plan and to examine options to convert, merge or transfer the current U of T Pension Plan into a single-employer or multi-employer defined benefit Jointly Sponsored Pension Plan (JSPP).

This would be done as part of a discussion among a number of other Ontario Universities about the possibility of an provincial University sector pension plan.

The U of T Pension Plan is currently a single employer defined benefit pension plan. The U of T is both the plan sponsor and plan administrator.

A Jointly Sponsored Pension Plan (JSPP) is also a defined benefit plan, but it is jointly sponsored and governed by the employer and members.

A multi-employer JSPP is similar but includes members from several different employers or organizations and, in this case, those employers would be other universities.

The Ontario government has encouraged

the concept of JSPP arrangements for all broader public sector employers. The Ontario government also wants workers to pay 50% of the cost of pension plan contributions.

Converting to a JSPP (either province wide or U of T alone) might provide some changes to how the Employer is required to fund the Pension Plan, which might free up money to be spent on other priorities which could be discussed in the next round of bargaining.

Representatives of CUPE 3261 have not agreed to ANY changes to the pension plan benefits or governance structure.

Joint Working Committee (JWC) Progress

Since early 2015, the JWC has made good progress exploring the various aspects of a joint sponsorship structure under the JSPP model.

We have involved pension experts to assist us in discussions on both the legal and actuarial aspects of the JSPP model.

The JWC has met many times to discuss related documentation and analysis. The discussions have been detailed and comprehensive and have resulted in increased knowledge about the existing U of T Plan and the JSPP options, and have brought us closer to a common understanding of many of the critical issues associated with JSPPs.

We stress that the JWC has not been contemplating material changes to the overall benefit levels under the Plan.

Establishing a JSPP is a complex process, and there is no “one-size-fits-all” solution. The JWC members are monitoring changes

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in legislation and the discussions which are occurring at the Provincial level.

However, no decisions have been made. The work will continue over the next several months.

Next Steps

If any changes are agreed to by the Unions and Associations who are part of the Joint Working Group, many discussions and votes will have to be held among members and retired members. Further, nothing would happen without the approval of the Provincial pension authorities.

No Changes to your current earned pension benefits

Regardless of any changes which might be recommended to the U of T Plan benefits or how it is governed, the current pension benefits payable to retired members and the current earned pension benefits for former members, must by law be preserved, and cannot be reduced as part of this process.

Further, the earned pension benefits for existing members will also be, by law, preserved and will not be reduced regardless of any future changes to either benefits or governance structure.

Nothing will change without a vote of CUPE 3261 members of the Pension Plan, whether part of the next round of bargaining or at some other time.

Congratulations!

Congratulations to the UTP Full Time CUPE 3261 members for completing 20+ years of service.

- * Steve Mohs 35 years
- * Jeff Javinal 20 years
- * Sri Ratnam 20 years
- * Antonio Ortega 20 years

City of Toronto Budget Consultations

Do you care about keeping Toronto a great place to live with quality public services?

- Transit
- Housing
- Shelters
- Public Health
- Childcare
- Parks
- Water
- Poverty Reduction
- Social Services
- Roads

Do you want to make a presentation at City Budget Consultations?

Do you want to call you City Councillor to have them vote for a budget which meets your needs?

Get involved with other CUPE members who live and work in the City of Toronto—
WE CAN DO BETTER

Contact your City Councillor!

<https://www.eventbrite.ca/e/our-city-budget-matters-tickets-29625096461>

Luckily it seems like the Mayor has moved off the ridiculous idea to sell Toronto Hydro which contributes a steady stream of revenue for City programs. Selling it to a for-profit operator would only increase our costs and decrease good paying Union jobs

LOCAL NEWS AND EVENTS

Upcoming Meetings and Elections

Special Membership Meeting- Saturday **January 14, 2017** between 10:00 a.m. and 1:00 p.m. – St. George Campus **Address to be Announced**

Agenda:

OPEN NOMINATIONS for the following positions:

- **Health & Safety** Representative on CUPE Local 3261 Executive Board
- University of Toronto **CASUAL** representative on CUPE Local 3261 Executive Board
- **1 financial trustee** to work with 2 other trustees to audit the finances of the Local
- **7 Full Time or Part Time** University of Toronto members for the **Bargaining Committee** to negotiate the Collective Agreement which expires June 30, 2017
- **4 Casual** University of Toronto members for the **Bargaining Committee** to negotiate the Collective Agreement which expires June 30, 2017
- Members to attend the CUPE Ontario University Workers Coordinating Committee meeting in Toronto (Markham) **February 23-26, 2017**
- Members to attend the CUPE Ontario Division convention in Toronto **May 31 to June 3, 2017**
- Update on campaign against contracting out

If you have anything else you would like to add to the agenda, please send an email to Allan James, CUPE Local 3261 President at service.workers@utoronto.ca

Regular Membership Meeting – Saturday **February 11, 2017** between 10:00 a.m. and 1:00 p.m. – St. George Campus **Address to Be Announced**

Agenda:

Elections for the same positions, if they are not acclaimed at the January 14, 2017 meeting and all other regular business

Christmas Festivities

U OF T PRESS

Saturday November 26th 2016

KUU Sushi (8:15pm Reservation)

1020 Centre St. / Thornhill Ontario / 905 886 9999

Contact: Fernando Ogorek at

fogorek@utpress.utoronto.ca

SCARBOROUGH CAMPUS

Saturday December 3rd 2016

The Arkadia House Restaurant (7pm Reservation)

2007 Eglinton Ave. East / Scarborough Ontario / 416 752 5685

MISSISSAUGA CAMPUS

Saturday December 10th 2016

Wok of Fame (7:30 pm Reservation)

7700 Hurontario St. / Brampton Ontario / 905 230 1318

ST GEORGE CAMPUS

Saturday December 17th 2016

Chestnut Resident & Conference Center

7pm Reservation

89 Chestnut Street / Toronto Ontario / 416 585 3159