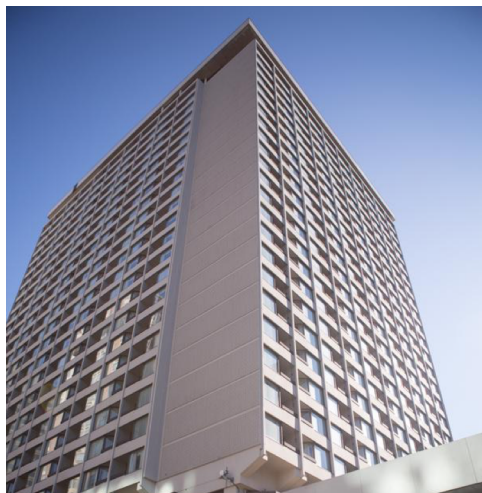


## Hello 89 Chestnut!

### CUPE 3261 welcomes 125 new Full Time and Part Time workers.

We are very excited to announce the workers of Chestnut Residence and Conference Centre (89 Chestnut) voted on Friday March 16<sup>th</sup>, 2018 in an overwhelming majority to join CUPE 3261 after voting to de-certify from their previous Union Unite Here 75. After selecting their own Bargaining Committee which developed proposals, and underwent days of negotiating with the University, a tentative collective agreement was reached with the University of Toronto on April 11<sup>th</sup> at 3:15AM. This agreement was approved by the workers of 89 Chestnut on April 18<sup>th</sup>, who now have their own collective agreement as a distinct bargaining unit. As a result of their actions and initiative in joining our Local, these new members of CUPE 3261 have won pay increases through reclassification to achieve parity with U of T wages – anywhere from 2.45% to 24% depending on the classification. They also negotiated improvements in paid personal days, healthcare coverage, defined benefit pension membership and other important language changes. Our new members work as food and beverage service workers, caretakers, parking attendants, maintenance technicians, and more. Welcome to 3261!

The Union Executive is recommending a bylaw amendment this upcoming GMM which allows the workers of this new unit to have representation on the Executive just like our Casual, Full Time/Part Time, Press, and Faculty Club Bargaining Units. ▴



## The CA and the ESA

### How do our collective agreements (CAs) mesh with Ontario's new Employment Standards Act (ESA)?

As a general rule, any provision not covered by the CA is subject to the protections stipulated by the ESA. For example, the ESA states that all workers are now allowed 10 days of personal emergency leave, the first 2 of which are paid (and without the need for a doctor's note). Because our Casual collective agreement has no stipulations for paid sick leave or for paid personal leave, casuals are entitled to the full benefit of the ESA.

On the other hand, our Full-Time workers who have worked more than 60 days (or Part-Time workers who have passed probation) are already entitled to paid sick leave and in general have a better benefit than the ESA. The University therefor holds that you cannot "add" the 2 additional ESA days, and that if you want paid sick leave under the CA you must follow the CA rules (which, for example, states that your Employer may request a medical note before you come back to work).

## Equal pay for equal work

As of April 1<sup>st</sup>, 2018, new rules from the ESA surrounding "equal pay for equal work" came into effect for workplaces *without* a collective agreement. This provision means that workers who do "substantially similar work" as their colleagues must be paid the same wage-rate. For those unionized workplaces *with* collective agreements, this provision does not come into effect until 2020. However, in September 2017 we ratified a CA which requires "equal pay" to come into effect on May 1<sup>st</sup> 2019.

Over the next year, the Union will be reviewing job responsibilities with the University to make sure that this provision will be met, with a specific eye on Casuals whom we know in many workplaces do indeed perform "substantially similar work" as our Full-Time and Part-Time staff (who themselves already have equal pay).

If you have any more questions about the ESA please don't hesitate to contact the Union directly, and remember to vote in the Provincial Election on June 7 to save the ESA changes! ▴

## Events

### General Membership Meeting

Saturday, June 23<sup>rd</sup>, 10AM – 12PM  
Sandford Fleming Building rm. 1101  
*As always, coffee and donuts on us.*

### CUPE Ontario Convention

May 30<sup>th</sup> - June 2<sup>nd</sup>  
Toronto Sheraton Centre

### Annual Local BBQ

Stay tuned for details

Check out [3261.cupe.ca](http://3261.cupe.ca) to stay up to date!

## Upcoming GMM

At our next General Membership Meeting on Saturday June 23<sup>rd</sup>, we will open nominations for the positions of President and Recording Secretary. If more than one candidate is nominated, we will have elections for these positions at the October General Membership Meeting. Section 8 of our bylaws allow nominations either at the meeting, or in advance if witnessed by another member.

We will also be voting on changes to the Local bylaws put forward by the Executive, which include modifications to Executive/Steward honorarium rules and the Shop Steward nomination process, as well as the addition of a unit representative for 89 Chestnut and other small changes.

We hope to see you there! ▴

## Supporting CUPE 3903

### Updates on the ongoing strike at York University.

Believe it or not, over 3000 Teaching Assistants, Contract Faculty, and Graduate Assistants have been striking at York University since March 5th after a failure to reach a new agreement during negotiations. The members of CUPE 3903 are primarily concerned about job security for Contract Faculty, protecting funding for scholarships and assistantships, protecting graduate assistant jobs, and improving equity and accessibility in the job. As of May 24<sup>th</sup>, 80 days have passed since the strike began, and it remains unclear whether or not a settlement will be reached. The York administration has continually refused to return to the bargaining table to find a compromise, despite an open invitation by CUPE 3903.

Although progress had been made in some areas, several issues remain on the table. The Union is hopeful that an agreement will be reached and believes the Union and administration are not far apart – if only the University would come back to the bargaining table.

CUPE 3261 stands in solidarity with the strikers, and earlier this year the Executive donated \$200 to Local 3903 to help support their cause. Stay updated about the York strike at [3903.cupe.ca](http://3903.cupe.ca).

The Executive also donated \$200 to CUPE 2424 at Carleton University who were on strike standing strong against pension concessions demanded by the Employer, before coming to an agreement on April 4<sup>th</sup> after one month on the line. ▸



## Health and Safety

Hello members,

I'm pleased to represent CUPE 3261 as our newly elected Health and Safety Officer. I have been an active Shop Steward in our Union over the past several years and look forward to additionally serving our group with any health and safety concerns. As Health and Safety Officer my role also involves meeting with the Joint Health and Safety Committee on a monthly basis to discuss any issues regarding health and safety concerns brought forth by any of our fellow members within the workplace. It is of utmost importance all members feel safe while on the job at all times.

The Ontario Ministry of Labour enforces the *Occupational Health and Safety Act* (OHSA) which outlines the responsibilities of both the employer and the worker with respect to health and safety. The employer's responsibilities can be found under sections 25, 26, and 27 of the Act, and the worker's responsibilities under section 28. If you have any questions about the OHSA or its regulations, you can call the toll-free health and safety information line at 1-877-202-0008 between 8:30am to 5:00pm Monday to Friday.

If you have any specific health and safety issues or concerns, please do not hesitate to reach out to the Union.

Keep well,

Nancy Tomas  
Health & Safety Officer

## June 7<sup>th</sup> Provincial Election

Don't forget to **vote** this June 7th for our provincial elections! We're not here to tell you who to vote for, (NDP!) but we do want to mention that CUPE National has partnered with The Ontario Coalition For Better Child Care, and want to help you to be an informed voter on child care when you cast your ballot. Ontario has some of the highest child care fees in the country, but we've never been closer to being able to achieve universal child care, you can visit [ChildCareOntario.org](http://ChildCareOntario.org) to learn more about the *Universal Child Care IS Possible* campaign. CUPE Ontario believes NDP is the best choice this election — from promising better child care, dental and pharma care, to re-nationalizing Hydro one, it's the change we need! ▸

- Have you seen our new website yet? Visit [3261.cupe.ca](http://3261.cupe.ca) for updates on news and events, content like seniority lists, collective agreements, and past newsletters, as well as details on how to get in touch with the Union, and more.
- If you have any suggestions regarding the Union newsletter, please don't hesitate to contact David Vieira at [dvieira.cupe3261@hotmail.com](mailto:dvieira.cupe3261@hotmail.com).

