

# Bargaining Bulletin

## STRIKE OR LOCKOUT DEADLINE: NOVEMBER 14

Today we received a “no board” report from the Ministry of Labour, which has triggered a deadline of 12:00 am, Monday November 14. It’s not too late for U of T decision-makers to reconsider our modest proposals to limit the erosion of good jobs and avoid a strike. We want to keep taking care of our university community.



## THE ECONOMICS OF CONTRACTING OUT AT U OF T

U of T has not agreed to our proposals because they want to maintain the ability to keep contracting out. However, many other universities have negotiated protections against contracting out. Wilfrid Laurier University even contracted in custodial services after the pandemic started to increase the quality of cleaning. Yet U of T has done the opposite and aggressively cut in-house cleaning at 27 buildings since 2020.

Since 2014, U of T has contracted out your work as many of your colleagues retired and given the work to for-profit operators who pay poverty wages. It seems U of T does not want to pay workers a decent wage to clean and maintain its ever expanding properties.

*The premise of contracting out is that you and your coworkers are overpaid.* It’s wrong and disrespectful.

The truth is one in-house cleaning employee (including benefits) costs less than 0.002% of U of T’s \$3.23 billion budgeted operating revenue.

Allies within and outside our university community support the campaign to preserve good jobs over poverty wage jobs. Morally or economically, U of T cannot continue to justify poverty wages to work at the leading university in Canada.

## APPEAL TO GOVERNING COUNCIL

Congratulations! 75% of FT-PT workers across the three campuses (over 500 workers) have signed the majority petition stating you are willing to strike for a fair agreement that addresses contracting out! This is an *historic achievement*. You have built powerful solidarity through hundreds of one-on-one workplace organizing conversations.

It may seem like the rich will keep getting richer and the poor will keep getting poorer, but you and other workers are challenging this when you fight for fairness within your workplaces.

Your petition along with a written appeal to the Governing Council was presented at their October 27 meeting. You can read the letter at <https://3261.cupe.ca/letter>

## STRIKE COORDINATION

Your Strike Coordination Committee is preparing a strong strike in case it becomes necessary.

More FT and PT workers are needed as picket captains at each campus. Picket captains will be provided with training on how to operate a pickets and other strike activities.

Please send an email to [info@cupe3261.ca](mailto:info@cupe3261.ca) if you are interested with “picket captain” in the email subject line.