

Over 1,200 service workers in 7 bargaining units across the University of Toronto's 3 campuses



In This Issue

- Notice of June 17 GMM
- Presidential Election Details
- Unit Updates
- Enough is Enough! Rally - June 3
- Other News + Updates

CUPE 3261

Workers United!

NOTICE OF GENERAL MEMBERSHIP MEETING

WHEN

Saturday, June 17, 2023

10:00 AM – 12:00 PM

WHERE

Wilson Hall Residence,
Room 1016 (40 Willcocks
St)

Wilson Hall Residence is part of New College and is located across the Faculty Club. Street parking is available in the surrounding area, and it is also located steps away from the Spadina streetcar line.

Please note, this meeting will be held in-person only.

AGENDA

1. Roll call of officers
2. Reading of the Equality Statement
3. Reading and approval of minutes of previous meeting
4. Election for President
5. Nominations for executive board positions:
 - a. Vice President
 - b. Secretary-Treasurer
 - c. Chief Steward
 - d. Health and Safety Officer
 - e. Full-Time & Part-Time Unit Rep.
 - f. Casual Unit Rep.
 - g. U of T Press Unit Rep.
 - h. Faculty Club Unit Rep.
 - i. 89 Chestnut Unit Rep.
6. Nomination for trustee
7. Oaths of office
8. Treasurer's Report
9. Vote on 2023 event budget
10. Adjournment

NOMINATION PROCEDURE

If you are considering seeking a nomination, please review Section 8 of the CUPE 3261 By-laws titled "Nomination, Election, and Installation of Officers" for detailed information on the nomination procedure and eligibility. These can be found on our website 3261.cupe.ca under the "Resources" section.

If you have any questions about this procedure please don't hesitate to get in touch with the Union office using information at the bottom of this page.

By-Election for President 2023

The vote for the By-election for President of our local will take place in person at the regular membership meeting held on June 17th from 10am – Noon at **Room 1016 in Wilson Hall Residence at 40 Willcocks Street, Toronto**, in accordance with Section 8 of CUPE 3261 Bylaws. You can access the CUPE 3261 Bylaws on our website or arrange to review a physical copy at the union office. You must be present in person at the meeting in order to receive a ballot.

The vote will be by secret ballot. Each candidate will have 5 minutes to make a speech to the members present prior to voting taking place. Speeches and voting will be in alphabetical order based on candidates' surnames. The following members have been nominated and will appear on the ballot in alphabetical order based on the candidates' surnames:

- ✓ Luke Daccord
- ✓ Kevin McDermott
- ✓ Edwin Viteri
- ✓ Tuan Vuong

The CUPE 3261 Elections Committee

Unit Updates

Full-time & Part-time

Temporary Layoffs

The Full-time and Part-time unit within U of T's food service department has had around 30 of its employees temporarily reassigned to other departments around the university during a period of low demand over the summer. Of these employees, 27 have been moved to other food service departments, while the remaining three have taken a voluntary layoff. While this is a challenging time for the food service department, the temporary reassignment of most employees reflects a proactive approach to minimizing layoffs.

Casual

Tentative Agreement Ratified!

After several months of negotiations, the Casual Bargaining Committee successfully reached a tentative agreement on May 10, 2023, which was ratified on May 19. The agreement includes some decent gains, such as an immediate increase in the base wage rate to \$16.55 and two sick days per year. There will also be retroactive increases at 1%, 2.6%, and 2.7% per year.

However, while this is a step in the right direction, there is still more work to be done for the next round of bargaining, which is set to begin around August/September with the Full-time & Part-time unit.

The committee has been advocating for a \$20 minimum wage, equal pay for equal work, 10 paid sick days, and other improvements to achieve fair and equitable standards for all workers at U of T.

Many casual workers perform similar work to higher-paid Full-Time and Part-Time employees, but with lower wages and no benefits. This exploitation needs to stop. To succeed in making significant changes, we need a campus-wide movement that demands U of T raise its standards and provide good jobs for all. All members have a crucial role to play in building the campaign. If you want to get involved or have any questions, please reach out to us by emailing casuals@cupe3261.ca.

U of T Press PT Retail (Bookstores)

U of T Bookstore members have recently ratified a new tentative agreement. One of the new articles in this agreement is the introduction of paid sick days for employees who have been with the unit for at least one year, with two employer-paid sick days available per calendar year effective from November 1, 2023.

Additionally, there will be a \$0.50 per hour wage increase retroactive to November 1, 2022, resulting in a new hourly wage rate of \$16.00. This is followed by a further \$0.25 per hour across-the-board wage increase effective November 1, 2023, bringing the new hourly wage rate to \$16.80.

The bookstore is also currently in need of shop stewards! Shop stewards serve as union representatives in their workplace, advocating for their rights and interests in collective bargaining and grievances. If you are interested, please email your unit representative Chris Stanford at press@cupe3261.ca

Unit Updates *Continued*

Faculty Club

The Faculty Club Bargaining Committee successfully reached a tentative agreement on May 16th, 2023, and was ratified on May 19th, 2023. The new agreement has significant gains, such as on July 01, 2023, everyone below the minimum wage will be at \$16.55. Everyone above \$16.55 on July 1st, 2023, will receive a 5% wage increase. Dishwashers and Cleaners are to receive a 10% and 12% increase, respectively on July 1st, 2023, and all are to receive an additional 3% increase on July 1st, 2024.

Employees scheduled to work on Easter Sunday and Mother's Day shall be paid at the regular rate for membership events only. This provision shall sunset (expire) on June 30th, 2025, at which point employees scheduled to work on ALL Sundays shall be paid at time and a half. The expiration date for this new contract is June 30th, 2025.

89 Chestnut

The 89 Chestnut Bargaining committee consists of Raymond Chung, Alberto Pizarro, Atalla Savory, Danielle Dimayuga, Rosanna Santos, Soosainathan Rajendiram, and Jenny Luc. 90% of members have completed the bargaining survey so far, and we expect negotiations to start in Fall of 2023. Shop steward training dates are to be announced.

U of T Press FT Warehouse

The U of T Press Full-time warehouse unit's Collective Agreement has expired as of April 31, 2023, and bargaining is set to begin on June 15. The bargaining survey is currently being prepared and will be distributed soon.

Other Updates

New National Representative Joins Our Local

Our national representative, Preethy Sivakumar, has moved onto new endeavors and we wish her all the best! Preethy has worked with our local since January 2020 and we are grateful for all her hard work and dedication. Our new national representative will be Cesar Serrano Valdivia. Cesar comes to us with lots of experience working with unions and has joined us recently in late April. We welcome Cesar and look forward to working with him.

Shop Steward Training Sessions

We recently held two shop steward training sessions on March 9 and 18. The sessions were led by Preethy Sivakumar, our former national representative, and numerous CUPE members attended. Attendees learned crucial skills, such as how to enforce the collective agreement, navigate the grievance process, and build worker power in our workplace. We all know that knowledge is power, and the more informed and educated we are, the better equipped we'll be to serve one another. So let's keep the momentum going and continue building a strong, informed workforce!

If you are interested in becoming a steward, please let us know. We will be organizing additional training sessions, and it is crucial we have a steward in every department!

CUPE 233's struggle highlights the need for workers to organize and take collective action

CUPE 233 represents custodians, maintenance, and trade workers at Toronto Metropolitan University. After negotiations failed to address their concerns regarding pension governance and adequate wage increases, their members went on strike on April 17th. Despite facing financial strain and uncertainty, CUPE 233 members remained united and persistent, and after almost three weeks, they reached a tentative agreement with TMU – the details of which have not yet been made public.

CUPE 233's fight for fair treatment and just compensation is important for all workers. The members of CUPE 233, like many of us, are service workers who keep the university running smoothly. By taking the bold step to strike, they demonstrated the power their members have when organized and united. The message is clear: service workers will fight back!



April 21: CUPE 3261 members joined other CUPE locals at a CUPE 233 solidarity rally

Upcoming Events

**On June 3rd, we're saying:
"Enough is Enough!"**

Join thousands of workers all over the province for a rally and march that will take over our city streets. Organized by the Ontario Federation of Labour, unions from all across Ontario are fighting back and saying "Enough is Enough!"

Our demands are clear: we need real wage increases, support for public schools and healthcare, affordable prices for essential goods, access to affordable housing, and for the banks and corporations to pay their fair share. It's time to take action and make our voices heard.

WHAT: Rally & March

WHEN: Saturday, June 3rd, 12:00 PM

WHERE: Nathan Phillips Square, 100 Queen Street West, Toronto

MORE INFO: WeSayEnough.ca



Toronto Municipal Election: Vote on June 26!

On Monday, June 26th, Toronto will be holding a by-election for Mayor. Historically, municipal elections have had a fairly low turnout compared to provincial or federal elections. However, the last election in 2022 had a record-low turnout of 29.7%.

Yet, the decisions made by City Hall affect our daily lives more than we may realize. With an operating budget of over \$16 billion and a capital budget of nearly \$50 billion, the City of Toronto sets many policies that directly impact our lives. They play a key role in areas such as housing, recreation programs, childcare, garbage collection, parks maintenance, public health, libraries, roads, transit, police, and emergency services. Plus, they foot the bill for the construction and repair of transit, roads, bridges, parks, and public buildings such as libraries, community centers, and fire stations. The leaders we elect also play an important role in advocating for the city to ensure adequate funding is received from the provincial or federal government.

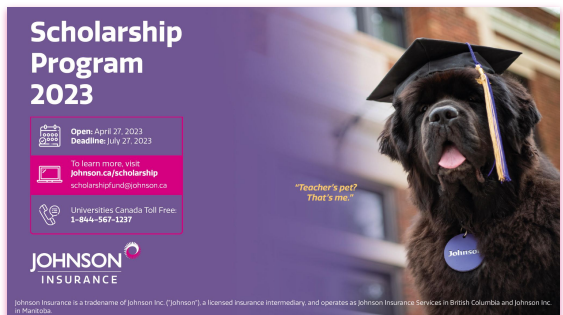
This is why it's important for everyone to vote during this upcoming election. We need to elect a mayor who is committed to tackling the biggest issues our city faces: high housing costs, inadequate transit, congestion, mental health, homelessness, and more. This election, don't let a minority of Toronto residents decide what's best for our city. Be sure to cast your vote and make your voice heard. For more information on how to vote, visit myvote.toronto.ca

Johnson Insurance

Did you know CUPE 3261 has a partnership with Johnson Insurance? All members have access to discounted rates for auto, home, and travel insurance. If you would like to get a quote, simply visit Johnson.ca and enter "Cupe Local 3261" as the group name.

Johnson Insurance launches 2023 Scholarship Program

Johnson Insurance is proud to offer 50 scholarships, valued at \$1000 each, to eligible students completing high school in 2023 and starting post-secondary education in the fall of 2023. Since Johnson Insurance is our preferred home and car insurance provider, any qualifying child/grandchild of a CUPE Local 3261 member, or policyholder, is eligible to apply. For more information or to obtain full requirements and submission instructions, visit johnson.ca/scholarship



Scholarship Program 2023

Open: April 27, 2023
Deadline: July 27, 2023

To learn more, visit Johnson.ca/scholarship
scholarshipfund@johnson.ca

Universities Canada Toll Free
1-844-567-1237

JOHNSON INSURANCE

Johnson Insurance is a trademark of Johnson Inc. ("Johnson"), a licensed insurance intermediary, and operates as Johnson Insurance Services in British Columbia and Johnson Inc. in Manitoba.

*"Teacher's pet?"
That's me!"*

CUPE 3261

A vital part of the university community