

# CUPE / 3261

## WORKERS UNITED

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### CUPE 3261

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### PRESIDENTS MESSAGE

Dear CUPE 3261 Members

CUPE 3261 has identified two areas of concern which we feel will have to be addressed as priorities for the next round of Collective Bargaining.

The trend of outsourcing front line service work and the increasing use of casual labour as a replacement of permanent full-time and part-time jobs. If not addressed, these two areas will present challenges for the university going forward as the sense of community at the University will erode over time, leading to lower levels of productivity, increasing levels of frustration and increasing wage gaps between the front line service workers and other employees. By maintaining an environment of open and honest dialogue and by consulting the workers themselves, we believe that, together, we can find creative solutions to these challenges while maintaining fiscal responsibility for the University.

There has been a worrying development as of late to contract out various front line service work, such as caretaking, in new and existing buildings to companies that pay significantly less to their workers than U of T pays to its workers. By doing so, the University is not only moving towards lower wages for its lowest paid employees but it will also erode that sense of community since it is likely that lower paid jobs will lead to higher turnover rates. While we understand the purpose of contracting out is to reduce operational costs, the short term gains will be at the expense of a long-term reduction in productivity and the erosion of a sense of 'belonging'.

We believe that there are other options available to achieve long-term fiscal responsibility while employing front line service workers at a fair and living wage in Toronto. What is

needed is an 'outside the box' mentality when it comes to cost savings and an environment of open communication which allows our front line service workers to freely provide their input on how to achieve this goal. By committing to this kind of creative and open process, we can create a more thriving community – one in which all workers feel invested in their workplace and, therefore, go that extra mile to enhance the student experience.

We already have real-world examples at the various campuses whereby our front-line service workers truly made a difference for students. We welcome the opportunity to share these stories so that we can demonstrate how a collaborative process can benefit the University at-large. By outsourcing front line service work as a means towards cost savings, we pick the lowest hanging fruit in the bargain. Unfortunately, this option is rarely the best one in the long-run.

We have some bright and talented people amongst our front line service workers who sincerely take great pride in working at U of T. Let's give us an opportunity to present solutions that can help U of T achieve fiscal responsibility.

Allan James  
President CUPE 3261

## VICE-PRESIDENTS MESSAGE

People Matter....Its no secret that Toronto is one of the most expensive cities to live in. Yet the University of Toronto has currently made the choice of bringing in contract caretaker workers, at various buildings across the campus. As a public institution we believe that this choice does not serve as a benefit to the publics interest. These contract workers are making extremely low wages, just above minimum wage. This is very disheartening and troublesome.

We CUPE 3261 are currently in a campaign to fight back against contracting out fair wage job positions. We strive for the Univer-

sity of Toronto's reconsideration in its decision to contract out these job positions. The University of Toronto should lead by example as a great University in all aspects and keep good CUPE 3261 jobs here.

CUPE 3261 is looking for more volunteers to help with our contracting out campaign. Please contact the Union office or the Communications Committee.

In Solidarity,  
David Vieira

*Stop  
Contracting  
Out*

## CARETAKING AND CONTRACTING OUT THE LATEST UPDATES

The contracting out of CUPE 3261 caretaking positions remains our top priority. Since our last general membership meeting on Saturday, February 27, here are some updates as to what has been happening:

### **Raising Awareness:**

Our members have voted for \$25,000 to be drawn from the local treasury in order to help raise general awareness about the contracting out issue. To date, we have spent some of that money on pamphlets and book-off time for our members so that they could distribute those pamphlets to various faculty members and other U of T workers to increase awareness. We will continue to book time-off for members interested in distributing future pamphlets and petitions. We have already delivered more than 1,500 signatures to the Employer's Vice President Operations and Vice President Human Resources and Equity.

Encourage friends and family to sign up.

### **Media Outreach**

Several media outlets, including U of T's The Varsity and The Newspaper, have written about our issue. We are also exploring making a video for social media sites like

YouTube and Facebook. We will continue to engage the media to increase broader awareness.

### **Key Stakeholders Meetings**

We have met with a number of key stakeholders at the University including Angela Hildyard, Vice-President of Human Resources and Scott Mabury, Vice-President of University Operations to remind them that contracting out in the long run is not a big savings for the University. As well, we are keeping the other unions at U of T updated and they are helping us by spreading the word.

### **What Can I Do?**

Volunteer! We need help with petitions and pamphlets across the 3 campuses. If we make the video, we will need volunteers for that. If you have any ideas that you think will help to raise awareness, let us know.

If you haven't yet you can visit our home page at [www.3261.cupe.ca](http://www.3261.cupe.ca) and click the link to our online petition.

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## EXECUTIVE COMMITTEE

Allan James	President	<b>To Be Elected on June 25th, 2016 Full Time/ Part Time Rep</b>
David Vieira	Vice President	
Tuan Vong	Secretary-Treasure	Angelo Denardo Recording Secretary
Patty Varvouletos	Chief Steward	Fernando Ogorek U of T Press Rep.
Ian Hutson	Casual Rep	Brian Haste Health and Safety Officer
		Susan Kim Faculty Club Rep

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## SHOP STEWARDS

Patty Varvouletos Chief Steward Campus Mail

Carlos De Sousa	Facilities & Service Caretaking
Rose Jankowski	New College
Tuan Vuong	Faculty Club U of T
Fernando Ogorek	U of T Press
Glen Moorhouse	U of T Book store
David Vieira	Transportation Services
Andrew Chilton	UC Food Service
Nick Folinas	Facilities & Service Caretaking
Angelo DeNardo	UTM
Marcos F Solorzano	Hart House
Sandra Bernardo	Facilities & Service Caretaking
Edwin Viteri	Facilities & Service Caretaking
Jose Tordesillas	UTM
Raven Stanforth	UTM
Nancy Tomas	MSB
Chris Folinas	Hart House
Kevin McDermott	Building Patrol
Anthony Pereira	Facilities & Services Caretaking
Larry Newman	UTSC
Ian Hutson	Campus Moving
Cristian Duran	Facilities & Service Caretaking
Chad Elliott	Kinesiology & physical Education
Crystal Macforlane	Facilities & Service Caretaking
Phillip Sousa	Building Patrol
Nikolaos Angelinos	Trades
Reddy Rose	Facilities & Service Caretaking

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## TRUSTEES

Nikolaos Angelinos and Chad Elliott

## COMMUNICATIONS COMMITTEE

David Vieira Chair	dvieira.cupe3261@hotmail.com
Angelo Denardo	denardoangelo@gmail.com
Fernando Ogorek	fogorek@utpress.utoronto.ca

## HEALTH AND SAFETY REPS

**Health and Safety Officer:** Brian Haste

**St George Campus Reps:**

Chad Elliott  
 Anthony Jude Pereira  
 Andrzej Kosiorek  
 Mike Daniluk  
 Lutchemichand Siew  
 Melissa Larsen

**UTM Reps:**

Angelo Denardo

**UTSC Reps:**

Bob King  
 Kwame Bloomfield

**Hart House JHSC:**

Warren Bathie



*Workers Health &  
 Safety Centre*

1-888-869-7950

*www.whsc.on.ca*

## LOCAL NEWS AND EVENTS

- **General Membership Meeting will be held on June 25th 2016, 11am – 1pm at Sandford Fleming Building Room 1105.**
- Agenda items for upcoming GM Meeting are as follows
- Roll call of Officers
- Reading of the Equality Statement
- Reading and approval of previous meeting minutes
- Contracting out (Fred Hahn) CUPE Ontario
- Treasurer Report
- Health Safety Report
- Trustees Report
- Elections for F\T– P\T Rep.
- Nominations for: **President & Recording Secretary (to be elected at the October General Meeting)**
- **Voting on Amended By-laws**
- (Time Permitting) New Business
- Adjournment

**CUPE** / Canadian Union  
 of Public Employees