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August 23, 2023

Open letter to Alex Brat, Senior Executive Director, Labour Relations

Dear Mr. Brat,

As you know CUPE 3261 represents over 1,200 Full Time, Part Time and Casual workers at the University of Toronto in areas such as athletics, building patrol, caretaking, food services, grounds, maintenance, parking control, trades, research animal care, and more. We currently are divided into three bargaining units: Full-Time Part-Time, Casual and 89 Chestnut. Our union's objective is to create a safe and just working environment for all our members while ensuring that we contribute to fostering a world class learning environment for students, researchers, and the broader UofT community.

We understand that the University of Toronto engages in "pattern bargaining", which it describes as a practice of prioritizing negotiations with particular bargaining units and setting a schedule of bargaining unit by unit. While this process has served the university, we believe that its weaknesses have increasingly become more problematic and are having a detrimental effect on respectful labour relations and our mutual objective of creating a positive working, learning and research environment for the university community. While we understand that U of T believes that our three units have "different communities of interest" that would make it difficult to engage in a unified process, we believe that our common interests outweigh any differences. All of us have equal claim to the union's chief negotiator and local union leadership. Moreover, a significant number of members spanning all three units are engaged in similar tasks. From food services and hospitality to maintenance, caretaking, and beyond, our roles often intersect. Altogether, we work to provide the students and the broader university community with the best possible experience every time they set foot on campus.

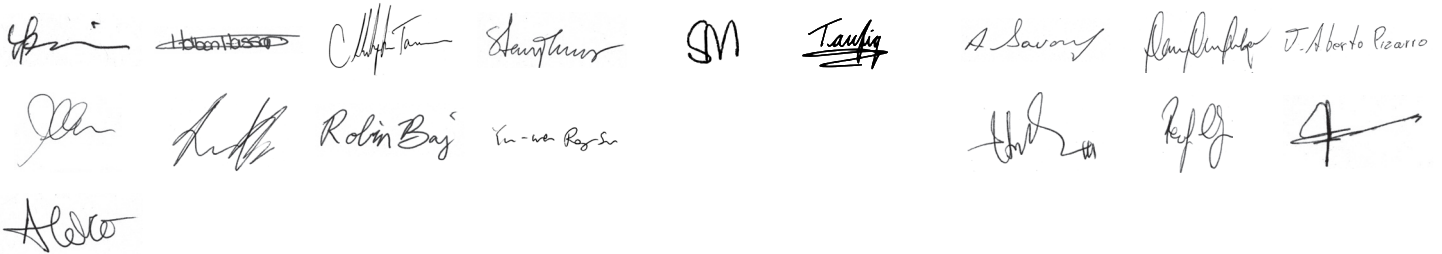
We respectfully request that the negotiations process with CUPE 3261 be unified, simplified and made more efficient by simultaneously negotiating the contracts for the Full-Time Part-Time, Casual and 89 Chestnut collective agreements. We are open to discussing what a unified process looks like and how it would functionally work.

Respectfully,

CUPE 3261 Full-Time Part-Time Bargaining Committee

CUPE 3261 Casual Bargaining Committee

CUPE 3261 89 Chestnut Interim Bargaining Committee



CUPE 3261 Executive Committee

