

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

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### Election + GMM Details

#### Election Details

Voting will take place electronically. Voting stations will also be set up to assist members.

**Date:** October 6-13, 2023

#### How:

- Online: members will receive a link in their email
- In-Person: Voting locations across all three campuses, see page 3 for info.

#### General Membership Meeting

**Date:** Saturday, Oct 21, 2023, 10AM-12PM

**Location:** William Doo Auditorium (45 Willcocks St) and Virtually via Zoom (Hybrid)

## 2023 Executive and Trustee Election

Elections for the CUPE 3261 Executive and Trustee are being held this October. In this election, there are three contested positions for the executive team and one contested position for trustee, with a total of 10 candidates participating.

The following positions are up for election: Vice-President, Chief Steward, Full-Time & Part-Time Unit Representative, and one (1) Trustee.

This year, a bylaw amendment was passed which changes how elections are conducted. Moving forward, elections will be conducted electronically over a one week period. This coming election will take place Friday, October 6th, to Friday, October 13th. In the event of a run-off, a second election will be held October 16th to 20th. Each member will receive an email containing a voting link to the email we have on file.

The amendment also limits nominations to one position. As a result, candidates who sought multiple positions at the June meeting are now running for one position only.

Additionally, to accommodate members who are unable to vote online, electronic voting stations will be set up across our campuses. The voting station locations are listed on the third page.

The election results will be announced at our October General Membership Meeting, scheduled for October 21, 2023. This meeting will be conducted in a hybrid format, allowing members to participate either in person or online.

If you have any questions or concerns about voting, please email [elections@cupe3261.ca](mailto:elections@cupe3261.ca) or call (647) 723-0089

# Voting Instructions

On the morning of Friday, October 6th you will receive an email from Simply Voting, our secure third party election provider. Please follow the instructions below on how to vote:

1. **Unique Credentials:** In the email from Simply Voting, you will find a unique username and password which allow each member to vote once.
2. **Voting Options:** You have two options to access your ballot:
  - **Option 1:** Click on the provided link in the email to be directed to the voting platform and logged in automatically.
  - **Option 2:** Click the second link to [cupe3261.simplyvoting.com](http://cupe3261.simplyvoting.com) and manually input your given username and password to access the ballot.
3. **Making Your Selection:** Upon accessing the ballot, you will see the list of candidates. Select your preferred candidates. Once you have made your choice, click on the "Continue" button.
4. **Confirmation and Submission:** Review your choices to ensure accuracy. When you are satisfied with your selections, click the "Confirm" button to finalize your vote.

## Didn't Receive An Email?

The ballot will be sent to the email address the union has on file for you. This may be your utoronto email, or your personal email if you have provided it in the past.

If you did not receive an email ballot, send an email to our elections committee at [elections@cupe3261.ca](mailto:elections@cupe3261.ca) for further instructions. If we need to update your email address on file, you will be asked to answer some identity verification questions before you are emailed a ballot.

## Prefer to vote in person?

If you can't vote by email or prefer in-person voting, visit a designated electronic voting station during the week. These stations will be staffed by our election committee. Check page 3 for campus-specific dates and locations.

Please bring your T-Card to confirm your identity.

## Need Help?

Your voice matters. Contact the elections committee at [elections@cupe3261.ca](mailto:elections@cupe3261.ca) or call 647-723-0089 if you need any help.

# In Person Voting Locations

If you are unable to vote online, we will have several electronic voting stations set up across all campuses to assist members.

| <b>Week 1: October 6-13</b>   |                      |                         |  |
|-------------------------------|----------------------|-------------------------|--|
| <b>Campus/Location</b>        | <b>Date</b>          | <b>Time</b>             | <b>Room</b>                                  |
| <b>U of T Press Warehouse</b> | Friday October 6     | 3PM-5PM                 | York Board Room                              |
| <b>UTM</b>                    | Tuesday October 10   | 7AM - 9AM<br>3PM - 5PM  | Davis Building<br>Room DV 3214               |
| <b>UTSC</b>                   | Wednesday October 11 | 2PM - 4PM<br>9PM - 11PM | Kina Wiiya Enadong<br>Room MW 130            |
| <b>St. George</b>             | Thursday October 12  | 10AM - 7PM              | Union Office (703<br>Spadina Ave, 2nd Floor) |
| <b>89 Chestnut</b>            | Friday October 13    | 2PM - 4PM               | Elm Suite                                    |

*In the event no candidate receives more than 50% of the vote for any given position, a runoff will be held with the top two candidates in a second week of voting.*

| <b>Week 2: October 16-20</b>   |                      |                         |  |
|--|----------------------|-------------------------|--|
| <i>Voting will take place this week only in the event of a runoff vote</i> |                      |                         |  |
| <b>Campus/Location</b>   | <b>Date</b>          | <b>Time</b>             | <b>Room</b>                                  |
| <b>U of T Press Warehouse</b>  | Monday October 16    | 3PM-5PM                 | York Board Room                              |
| <b>UTM</b>   | Tuesday October 17   | 7AM - 9AM<br>4PM - 6PM  | Davis Building<br>Room DV 3214               |
| <b>UTSC</b>  | Wednesday October 18 | 2PM - 4PM<br>9PM - 11PM | Kina Wiiya Enadong<br>Room MW 130            |
| <b>St. George</b>  | Thursday October 19  | 10AM - 7PM              | Union Office (703<br>Spadina Ave, 2nd Floor) |
| <b>89 Chestnut</b>   | Friday October 20    | 2PM - 4PM               | Lombard Suite                                |

# Candidate Statements

## Vice-President

### Andrew Chilton

My name is Andrew Chilton and I want our Union to turn over a new Leaf for a better future.

I have worked at U of T University College since 2005.

I became involved with the Union soon after I started. I was elected as the Part-Time Casual Unit Rep, a PT/Casual Bargaining Committee Member and Shop Steward. Several years later when I became full-time and had to step down as the Part-Time Casual Unit Rep, however I continued to serve as the Shop Steward for my brothers and sisters at UC.

I joined the Full-Time Bargaining Committee in 2017 and was the only member who objected to what I found was a disappointing contract.

I have taken some time since 2017 to focus on my family. Now that my children are ten and seven, it is time for me to refocus on making our Union strong again. I feel the election of Luke Daccord is a step in the right direction. I am eager to start working on increasing member participation, strengthening communication and transparency of the local's activity, and fighting for real change in how we deal with management. I will be my own voice at the table and will not shy away from standing strong and offering my experience and knowledge in any debate.



# Candidate Statements

## Vice-President

### Kevin McDermott

For those who don't know me, my name is Kevin McDermott. I work at the St. George Campus as a Building Patrol for Campus Safety. I began my tenure at U of T in 2008, initially as a casual Building Patrol for the library system. Subsequently, I moved to a regular part-time position and ultimately to a full-time role. I empathize deeply with the frustrations of casual and part-time workers who effectively work full-time hours without commensurate compensation.

I'm deeply appreciative to everyone who nominated me earlier this year to be a member of your bargaining committee. Rest assured, I will ensure that your best interests are represented at the bargaining table. I'm excited about the potential to serve as YOUR vice-president of CUPE local 3261. I promise to represent each member of our local to the best of my ability.

With over 30 years of Union activism under my belt, I've assumed various roles. This includes helping to inaugurate a new union office when my original union, CEP (Canadian Energy and Paperworkers), merged with UNIFOR. Over the years, I've served as a shop steward, representing members in hundreds of grievances. I've also been a health and safety officer, secretary, and treasurer.

I am running because I believe it's time for us to reclaim our union and shape its future. I'm convinced that we need to stand united, signaling to U of T that we won't shy away from asserting our right to dignity, a fair wage, and holding the institution accountable. We are the backbone of U of T, and it's crucial for them to understand that without the dedication and hard work of our CUPE members, the institution cannot function optimally.

Thank you to everyone who will be voting. I am eager to drive the change we all deserve.

In Solidarity, Kevin McDermott



# Candidate Statements

## Vice-President

### Edwin Viteri

Friends,

I'm looking forward to running again for the position of Vice-President at our local this coming October.

Allow me to introduce myself for those who do not know me, my name is Edwin Viteri and have been working at the University for 23 years as a Lead-Hand Caretaker at the St. George Campus and with the Union for 9 years. Have been recently your Acting-President and currently your Vice-President.

In terms of my education, have studied in South America in Ecuador some of my high school years then graduated here in Toronto. I am bilingual and fluent in both languages English and Spanish. Have graduated in Computer Engineering and Technology from Seneca College, have a certificate in Facility Management at Continuing Studies at U of T and have my certificate for Ontario Association for Chiefs of Police.

In terms of CUPE 3261, I have been heavily involved in all aspects, started off as a shop steward, later as your Full-time and Part-time representative and now your Vice-President. I am on the Health and Safety Committee and on the Communications Committee. Have been involved in negotiations 3 times in the last decade, so I have extensive knowledge of our language in our collective agreement to make the right decisions collectively with our executives to make significant changes such as: better benefits, improved working conditions, better job security and improved pension and retire benefits.

It's a great privilege to serve CUPE 3261 members, working with you to defend all our positions within our local and good jobs across all

3 campuses, U of T Press, Faculty Club and 89 Chestnut.

The last few years have been incredibly difficult for our members, their families and neighbors. The attack against public services by the provincial government has brought forward austerity and we need to fight back to gain what we have lost.

Another important change under my leadership is to have more women involved in shaping the future of our local. This way we can have more women to continue to assist with fact finding, discipline and grievance meetings, for those who feel more comfortable speaking and dealing with a woman.

My vision is to provide to the membership, equity work within our Union and workplaces; building ties and solidarity within labour; fighting against austerity and threat to public services, more membership engagement and last but not least supporting precarious workers. This can only be achieved with the support of all of us if we work together for a better future and better remuneration for our jobs.

I continue to represent you all as a shop steward and to offer any questions you may have at your workplace. Please do not hesitate to contact me either by phone or email [vicepresident@cupe3261.ca](mailto:vicepresident@cupe3261.ca)

I ask for your support as CUPE 3261 Vice-President so we can strengthen together our local.

Solidarity, Edwin Viteri



# Candidate Statements

## Chief Steward

### Wilson Franco

Brothers and sisters. I am looking forward to being re-elected this October as Chief Union Steward for our local. For all you who don't know me, let me introduce myself...

My name is Wilson Franco and I have been employed at the University of Toronto for 30 years.

#### Experience at UofT

- ✓ Casual part-time in facilities at St. George campus as service worker II
- ✓ Service worker-caretaking
- ✓ Caretaker
- ✓ Lead hand caretaking
- ✓ Building patrol
- ✓ Maintenance worker II
- ✓ Maintenance technician II
- ✓ Lead hand maintenance technician
- ✓ Currently I am the team lead for property management technicians at UTM

#### Education

Blue Printing & Pipe Fitter Welder Journey Man at Institute of Technical Trades

Locksmithing & Access Control at Granton Institute of Technology College

My experience at CUPE 3261: I am shop steward at UTM. I worked as Steward at St. George Campus for many years under Bob Panzen leadership. I worked as a part-time full-time unit representative. I've had many challenges and success stories with our membership grievances. I personally spear headed and won an arduous battle for building patrol staff getting them the necessary safety shoes (walking shoes). I successfully achieved the reclassifications of multiple job descriptions and created new ones with the help from our executives.

My mission is to protect the collective agreements to the best of my ability. With your continued support I will do my due diligence as an executive and support our president in labour issues. With all of my varied experiences at UofT I understand the challenges you face at work. I am asking you to re-elect me as chief union steward so I may continue to work hard to protect your jobs.

Thank you for your support!

Wilson Franco



# Candidate Statements

## Chief Steward

### Joe Madden

I have worked at the university for 11 years and in those 11 years I've had the opportunity to know and work with people in many different spheres, like Campus Moving, Trades, Food Services, Recycling and Landscaping and as a result of these experiences I feel that I have developed a sense of what my brothers and sisters require in times of difficulty.

Speaking personally, I know that it can be scary being brought in for a meeting, even if the meeting goes "well". In some ways, it could be considered tantamount to harassment from the university itself.

It's certainly stressful.

It can be frightening.

It should NEVER be that way.

A chief steward should be required to speak up for them when no one else will. They need someone to not only take notes, nod their heads in agreement and joke about the weather in a meeting, but someone that will FIGHT for them. Someone that they can trust to ALWAYS fight for them. Someone who will ask questions. Someone who will act as an advocate for their brother or sister. Some who will be there with them, sharing their experience, absorbing some of that stress, make it less frightening.

Someone who will stand by them.

For their RIGHTS. For their DIGNITY. For their POSITIONS. For their LIVELIHOODS.

As a candidate for the position of Chief Steward, it would be my pleasure and passion to make sure that your rights, your dignity, your position and your livelihood is protected.

In solidarity.

Joe Madden

Recycling University of Toronto, St. George Campus



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### Raffi Demerji

No statement submitted



# Candidate Statements

## Full-Time & Part-Time Unit Representative

*Only Full-Time Part-Time members may vote in this election*

### Robin Baj

Hello CUPE 3261 Brothers and Sisters, I am running for the Full-Time / Part-Time unit rep position in this election, and bring with me many years of participation in our union, including being a current member of our bargaining committee. I have been working at U of T since 2010 in building patrol at St George campus, but when I was a student I took courses at all three campuses, and so I have some familiarity with both UTM and UTSC as well. My past employment has included roles in grounds at Victoria College, as well as food service outside of U of T, so believe me, I know service work, and I know it's not easy to do what we do.

As a building patroller and as a former student, I have been all around the campuses and I've heard the voices of many of our hard working members. I know many of the issues facing us. For instance, it is becoming increasingly hard for us and our families to live on our current wages, with the rapidly rising costs of food, gas, and other items. We are all concerned about jobs within our union getting contracted out to third parties. Many of us are also getting little to no training, and our safety is often put at risk. We do great work to make this university function, but we are not getting adequate compensation, appreciation and respect from the employer.

We simply deserve better. You know why I say that? Because I've seen the quality of work of our members. We know our community members. We know routines in the university. We are committed. We do a FANTASTIC JOB at what we do. You can't get all of this from contracted third party companies.

If elected, I will advocate for us to the best of my abilities and work towards solutions to the variety of problems facing our members. While I would be a fresh face to this position, many of you may recognize me as an outspoken audience member at our union meetings. You will know then that I am not afraid to speak up when something negatively affects our members. I have a hard time staying quiet when things are unfair. I think I can bring new ideas and approaches to our union, and have knowledge I can transfer over from my past union activities in other jobs. I truly care about our membership. I can assure you that if I am elected to this position, I will continue to bring that passion and drive to the unit rep role.

Thank you,

Robin Baj



# Candidate Statements

## Full-Time & Part-Time Unit Representative

*Only Full-Time Part-Time members may vote in this election*

### **Anthony Jude Pereira**

Dear members,

I am a candidate for the Full-time/Part-time Union Rep for CUPE Local 3261. My main goal is to fight for fair wages for our members! I will continue to be a voice for equality, respect, and job security for our members. Our members work very hard to contribute to the University and that should be recognized. With my years of experience as a member of the Union, I know what is needed to stand up for and fight for our community. I started as a Health and Safety rep with the Union, then moved on to becoming a Steward. As a member, I value the importance of the safety of the members of the Union and making sure they feel heard and seen and most importantly, safe when working. As a long-standing active member in the Union for over a decade, 13 years to be exact, I have dedicated my time to ensuring that our members voices are heard. My goal is to have fair wages for our members and the work they do in comparison to other organizations. I would like our starting salary to equal to the hard work our members are contributing. I am also in the negotiation committee, my goal is to push the committee to reach an increment in the starting wage. We deserve equal pay for the hard work we put into the UofT environment, and I am committed to working towards this. I have raised this goal to our executive committee and will continue to raise my voice for this. Recently, I raised my voice for the shift reassignment for Food Services, anything that is important for benefitting our members I will always be there to support them. I am someone you can rely on to work for you! Please re-elect me as your Full-Time/Part-Time rep by casting your votes.

In Solidarity,

Anthony Jude Pereira



# Candidate Statements

## Trustee

### Arnold Park

I want to be your trustee, in order to ensure that our contribution funds are used in meaningful and relevant ways for the future of the membership. That all expenditures are accounted for in transparent manner.



### Mike Moniz

No statement submitted

## Resignations + Appointments

This past September, our treasurer Janny Tram and 89 Chestnut Representative Atalla Savory resigned from their positions and withdrew from the election. Shayan Malik also withdrew from the election for Recording Secretary. As a result, these positions are no longer contested.

The executive has temporarily appointed the remaining candidates Jenny Luc as Secretary-Treasurer, Soosai Rajendiram as 89 Chestnut Representative, and Chris Tavares as Recording Secretary. All three members will be formally acclaimed to the positions at the October General Membership Meeting.

The Faculty Club Unit Representative Position is currently vacant and nominations will be held at the October GMM.

## Uncontested Nominees

The following positions are uncontested and these nominees will be acclaimed at the October General Membership Meeting

### Recording Secretary:

Chris Tavares

### Secretary-Treasurer

Jenny Luc

### Casual Unit:

Stanley Treivus

### U of T Press Unit:

Chris Stanford

### 89 Chestnut Unit:

Soosainathan (Soosai) Rajendiram

### Health and Safety Officer

Nancy Tomas

# ***CUPE 3261***

*A vital part of the university community*