

CUPE 3261 BARGAINING BULLETIN

FULL-TIME PART-TIME, CASUAL, 89 CHESTNUT

LIVING WAGE NOW!

**\$25/HR FOR CUPE
3261 MEMBERS**

FTPT UNIT TABLES 11% / 3.5% / 3%

At the bargaining table on November 22nd the FTPT Unit tabled a wage proposal for a three-year deal featuring across-the-board increases of 11% in the first year, 3.5% in the second, and 3% in the third.

More than 90% of our 700 FTPT members (and our 1000+ members across our three units) currently make less than \$25.05 – the living wage in the GTA according to the Ontario Living Wage Network. Our wage proposal aims to lift all of our members up to at least this amount.

WHAT TO EXPECT

The University has not yet formally responded to our proposal. But they have already told us that they don't think the living wage calculation is accurate for our members (meanwhile some studies put a living wage closer to \$35/hr in Toronto), and that we haven't properly considered the value of our benefits and pension.

We expect they're also going to say that it's unfair for us to receive bigger increases than others at the University – after all, for decades we've always accepted it. As we've already seen they might even tell us that they can't do it because they're facing financial pressures!

But what about the financial pressures we are under – many of us working multiple jobs or living paycheque to paycheque – while doing essential work at one of the top Universities in the world?

THE COST

We estimate our proposal will cost the University less than \$5 million in the first year. The University spent over \$2.3 billion on compensation for its ~25,000 employees last year – our proposal reflects an increase of 0.2% of that. With a net revenue of \$551 million last year it's no question – our proposal is reasonable and won't come close to breaking the bank.



“Everyone who works at U of T deserves respect and a living wage for the work we put in.”

PEARLA COX,
CAFETERIA WORKER @ UC
ON ST. GEORGE CAMPUS
AND FTPT UNIT MEMBER

CUPE 3261 UNITED!

Expect proposals soon from our Casual and 89 Chestnut units which also centre around a living wage and equal pay for equal work.

TAKE ACTION ON DEC 18 →

Proposals may be put forward at the table **but they are not won there.**

TAKE ACTION

Fair wages and contracts are won with action in the workplace. We're planning an action on December 18th when the governing council – the real boss – is meeting. The Contract Action Team (CAT) member in your workplace will share more info in the coming days. Don't have a CAT in your workplace and want to be one? Text or call (647) 835-8126.



“If we stand united I believe we will win!”

SHAY HAYWOOD,
MAINTENANCE TECHNICIAN
@ SCARBOROUGH CAMPUS
AND FTPT UNIT MEMBER

that is actually costing the University more money! Due to uncompetitive wages and an inability to hire and retain workers nearly all elevator maintenance has been contracted out and the department is left with only two members at St. George campus. (Also includes subsequent realignments to related positions like Apprentice and Lead Hand to maintain the differences between them).

ANOTHER PATTERN TO BREAK

U of T already responded adamantly disagreeing to address individual wage increases at the table. They only want reclassifications on their terms – not ours. Rest assured we recognize that these are far from the only classifications that need to be looked at in our CBA. These are just the start, and what we think are two of our strongest cases for realignment. If we win these we have a better chance of addressing many more in the future.

Your bargaining committee is also committed to tabling job evaluation language this round with the aim of establishing a process to clearly define the roles and responsibilities of our members and also help us fight for realignments both inside and outside of negotiations going forward.

REALIGNMENTS, JOB EVALUATION

FTPT REALIGNMENTS

In addition to the across-the-board increases the negotiating committee also tabled a select number of wage realignments:

- Increases to \$25.05 for 6 classifications (covering only about 7 members) that would remain below \$25.05 after the proposed 11% increase.
- Realignment of the Cook wage to that of the Lead Hand Cafeteria Worker to reflect the similar responsibilities between the two positions recognized in UofT's own job descriptions (also subsequent realignments to related positions like Cook Apprentice and Head Cook to maintain the previous differences between them).
- Realignment of the Elevator Mechanic wage to the current rates that U of T is already paying to private contractors across the three campuses – a form of contracting out of our members' work

NEXT DATES

The next confirmed bargaining dates are Chestnut Nov 28, and on Nov 29. Casual & FTPT with ½ day each

The 28th will be 89 Chestnut's first day at the table. The FTPT and Casual units will continue to table more proposals on their next dates. All proposals can be found on our website at 3261.cupe.ca