

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

In This Issue

- 2024 Elections + GMM Details
- Candidate Statements

Election + GMM Details

Election Details

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

Date: October 11-18, 2024

How:

- Online: members will receive a link in their email
- In-Person: Voting locations across all three campuses, see page 2 for info.

General Membership Meeting

Date: Saturday, Oct 26, 2024, 10 AM - 12 PM

Location: Sidney Smith Hall, Room 1072 and Virtually via Zoom (Hybrid)

2024 Executive Election

Elections for the CUPE 3261 Executive are being held this October. In this election, there is one (1) contested position for the executive team, with a total of two (2) candidates participating.

The following positions are up for election:

- President

The candidates are Luke Daccord and Chris Tavares. See page 3 and 4 of this newsletter for their statements.

The election will be conducted electronically over a one week period. Voting will start on Friday, October 11th and end on Friday, October 18th.

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 page 2.

The election results will be announced the day after the election and the winner will be sworn in during our October General Membership Meeting, scheduled for October 26, 2024. This meeting will be conducted in a hybrid format, allowing members to participate either in person or online.

The position of Health and Safety Officer was previously contested, however, due to the withdrawal of one of the candidates, no election will be held. As a result, the remaining candidate Kevin McDermott will be acclaimed to the position.

If you have any questions or concerns about voting, please email elections@cupe3261.ca or call (647)-905-6030

Voting Instructions

You'll receive a Simply Voting email on October 11th with your unique login credentials.

To vote:

1. **Click the email link to log in automatically, or**
2. **Go to cupe3261.simplyvoting.com and enter your username and password.**

Select your candidates, click "Continue," review your choices, and click "Confirm" to submit your vote.

Didn't Receive An Email or Need Help?

If you need any assistance, contact the elections committee at elections@cupe3261.ca or call 647-905-6030. You may need to verify your identity to update your email.

Note: The ballot will be sent to the email we have on file (either your U of T email or a personal email you previously provided).

Prefer In-Person Voting?

Visit a designated voting station during the week with your T-Card. See below for locations and dates.

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. These stations will be staffed by our elections committee.

October 11-18, 2024

| Location | Date | Time | Room |
|---------------------------|-----------------------|-------------------------|--|
| 89 Chestnut | Friday, October 11 | 2PM-4PM | St. Andrew Room |
| UTM | Tuesday, October 15 | 7AM - 9AM 3PM - 5PM | New Science Building SB 3049 |
| UTSC | Wednesday, October 16 | 2PM - 4PM 9PM - 11PM | Humanities Wing HW261C |
| St. George | Thursday, October 17 | 10AM - 7PM | Union Office (703 Spadina Ave, 2nd Floor) |
| U of T Press Warehouse | Friday, October 18 | 3PM - 5PM | York Board Room |

Uncontested Nominees

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

Recording Secretary: Hillary Philips

Health and Safety Officer: Kevin McDermott

Trustee: Danny Tavares

Resignations & Appointments

Kevin McDermott has been appointed to the vacant Health & Safety position and will be acclaimed at the October General Membership Meeting. The position has been vacant and is no longer contested after candidate Nicole Ponte withdrew from the race in September. Also at the October GMM, nominations will be held for a new Faculty Club Unit Representative following the resignation of Tim Scurry.

Candidate Statements

President

Luke Daccord

I'm proud to be running for re-election as President of CUPE 3261. Over the past year, I've dedicated myself to the renewal of our union. We've fought and won historic victories, and I'm committed to continuing this momentum to create an even stronger union.

Before my election, I worked as a Sport Facility Operator at the Varsity Centre on St. George campus. I joined U of T in 2016 and **since 2017 I've been an active union member**, becoming a shop steward and serving two terms as Recording Secretary. In 2022, I led the Full-Time Part-Time unit's bargaining campaign against contracting out, and in June 2023 I was elected President.

I ran for president because we needed real change to build a powerful and engaged union. Just weeks into my term, we overhauled our bylaws, expanding voting from limited in-person meetings that involved only a handful of members, to a week-long, in-person and electronic voting process. **The result was unprecedented turnout with nearly half of our membership participating.**

Under my leadership in Fall 2023, together we launched a historic bargaining campaign, bringing together 1,000 members across Full-Time, Casual, and 89 Chestnut bargaining units. **We rejected traditional secrecy surrounding negotiations and also organized with fellow CUPE locals 3902 and 1230, building a coalition of 10,000 strong.** This never-before-seen strike threat led to unprecedented gains: a \$25 living wage for full-time workers, paid sick days and a \$20 wage for casuals, decreased benefit costs, and much more. We demonstrated the power we have when workers come together.

Since bargaining, we've been busy defending our agreement and expanding the union's capacity. We've filed a record number of grievances, pushing back against the University's attempts to undermine our hard-won gains.

We've begun electing and training new stewards for the first time in years, and must continue this to effectively enforce our contract. Financial transparency also remains critical, and we've reduced executive costs and improved oversight to ensure every dollar of our dues is used wisely and accounted for.

If re-elected, I will:

- Continue strengthening ties with CUPE 3902 and 1230 – a united CUPE on campus has the power to win the respect and dignity we deserve!
- Continue building the effectiveness and capacity of our union by empowering stewards and executive members
- **Apply lessons from recent bargaining to upcoming campaigns for the U of T Press and Faculty Club units.**
- Ensure every member is informed of their rights by improving outreach and distributing collective agreements
- Lead a renewed fight against contracting out, which has already replaced over 100 of our jobs and threatens many more.
- **Aggressively enforce our contract through grievances and workplace actions.**

Together, we've proven that when we stand united, we win! I'm asking for your vote to help keep building a powerful fighting union that protects us and wins new victories for all.

Please don't hesitate to reach out should you wish to discuss the future of our union further. **United we win!**

In solidarity,

Luke Daccord



Candidate Statements

President

Chris Tavares

Fellow Members,

My name is Chris Tavares, and I'm honored to stand before you today as a candidate for union president. For the past 20 years, I've proudly worked at U of T Scarborough, beginning in the grounds department as a Landscape Tech 1 back in 2004, and later as a Lead Hand Maintenance Technician. These two decades have given me a deep understanding of our workplace, our struggles, and the power that lies within our union.

I've had the privilege of serving as your Recording Secretary and Steward in Scarborough. I've represented our campus in multiple rounds of bargaining and filled in for our president when needed. I know firsthand what it takes to advocate for our members, and I've done so with determination, winning grievances and standing up for every one of you when it mattered most. These experiences have solidified my belief in the strength we have when we come together, when we refuse to back down, and when we demand what we deserve.

Our union isn't just about better wages or working conditions – it's about building real power. It's about holding our employer accountable, reclaiming our rights, and ensuring that every member feels supported, heard, and valued. I believe in a union where every voice counts, where decisions aren't made behind closed doors, and where transparency is more than just a buzzword.

Over the years, I've seen the progress we've made, but I also recognize the challenges that lie ahead. Employers are constantly finding new ways to challenge our rights, and it's up to us to stand firm. As your president, I will fight tirelessly to protect what we've built and to push forward for even greater gains. Whether it's securing fair contracts, improving working conditions, or ensuring that every member's concerns are addressed, I am committed to being the advocate you need.

I bring to the table years of experience, a proven track record, and a deep dedication to this union. But more than that, I bring a vision – a vision where we build on our strengths, learn from our challenges, and work together to create a union that stands strong for every member, every day.

Your support will help us continue the fight, to take the steps needed to build the future we all deserve. Together, we can ensure that our union remains a powerful force for positive change.

Thank you for your time, your trust, and your solidarity.

Chris Tavares

