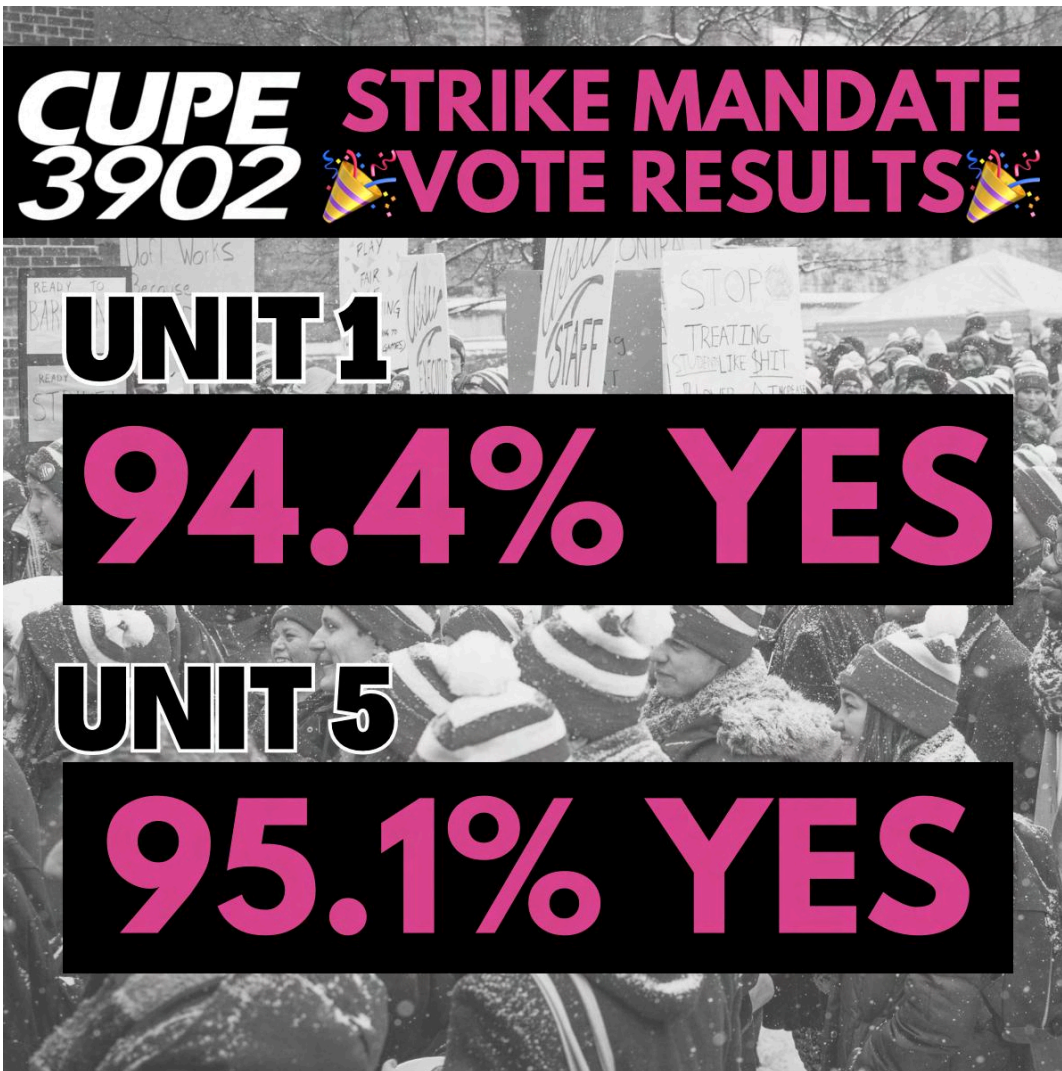


BARGAINING UPDATE

February 16, 2024

IN THIS ISSUE

- **CUPE 3902's 7,000 members conclude their strike mandate vote with a powerful 94% YES vote and record turnout!**
- See the latest [joint bargaining update](#) from 3902, 3261 and 1230 and learn what's going on at their tables.
- Strike mandate vote primer — and **in person strike mandate voting information** for CUPE 3261 FTPT, Casual, and 89 Chestnut Members
- **Updates from the FTPT Bargaining Table:**
 - U of T signals important move to improve language protecting bargaining unit work done by supervisors and non-unit employees
 - FTPT committee counters U of T wage offer and **proposes contract alignment with 89 Chestnut and 7,000 CUPE 3902 members to build long term power for CUPE members at U of T.** New proposal is for a 3.5 year contract at 11% / 2.5% / 2% and 1% for the final 6 months of the proposed contract length.
 - U of T still insisting on FTPT taking benefit improvements and paid personal days our members don't want and never asked for — the **negotiating committee is holding on their position that we want to see the cost of these proposals in our wages.**
- More dates received for FTPT and finally **Casual and 89 Chestnut Unit members** — the pressure of a deadline is forcing U of T to the table
- Member of Provincial Parliament Jessica Bell meets with CUPE 3902 and 3261 members to show support and discuss bargaining demands!



The results are in for CUPE 3902 and they're historic! **4,641 members of CUPE 3902 Unit 1 and Unit 5 cast their Strike Mandate votes this past week.** 94.4% of Unit 1 voters and 95.1% of Unit 5 voters voted YES to authorize their Local to call for a strike if necessary to get a fair contract! They are sending a clear message to U of T that their demands for respect, dignity and a living wage need to be addressed at the bargaining table.

This Sunday it will be our turn to join 3902 with an equally powerful message as we begin our strike mandate votes. See our strike vote primer below for more information about what a strike vote is, what it means, and how to vote. United we win!

[Click here to see the latest bargaining roundup from Locals 3902, 1230 and 3261 to learn more about what's happening at each table.](#)

CUPE 3261

FTPT, Casual & 89 Chestnut Units

STRIKE MANDATE PRIMER

What, why, where, when and how? →

What is a strike mandate?

A Strike Mandate Vote is a necessary step in any round of bargaining. It asks the following question: **Do you authorize the Negotiating Committee to call a Strike in the event that all other reasonable efforts to arrive at a Collective Agreement are unsuccessful?** In other words, it empowers your negotiating committee to call a strike should they determine it strategically necessary to reach a fair contract with the employer.

Does this mean we're going on strike?

A majority "YES" vote **DOES NOT automatically trigger a strike** — it authorizes your Local to call for a strike, if needed — and it means that you believe we deserve respect, dignity and a living wage! Negotiations will continue to take place. **Without a strong "YES" strike mandate, it sends a message to the University that we think things are fine the way they are, and that they don't have to give us more than what they're already offering —as a result we lose the power to win better.**

Why you should vote "YES":

All three of your CUPE 3261 negotiating committees are recommending that you vote YES.

U of T prefers when you and your coworkers are disconnected. **They never agree to your demands—no matter how reasonable or necessary—unless they know that you pose a credible strike threat.** The best way to show your unity and willingness to strike is to deliver a strong strike mandate.

When thousands of you vote and an overwhelming majority vote "YES", it shows your collective power, and it **puts your Bargaining Committee in a more powerful position at the bargaining table.**

We are coordinating with our brothers and sisters at CUPE 3902 — 7,000 TA's and Post-Doc's. They are holding their strike votes Feb 8-15 and will share the same strike deadline as us.

United we win!

2024 STRIKE MANDATE VOTE

E-VOTING:

From **Sunday February 18th at 9AM** to
Wednesday February 21st at 9PM

IN PERSON VOTING:

Thursday February 22nd

STG: Sid Smith Lobby
@ 11AM - 7PM

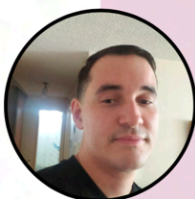
UTM: Student Center Lobby
@ 2PM - 6PM & 7PM - 11PM

89 Chestnut: Carlton Suite
@ 2PM - 4PM

UTSC: Bladen Wing Hallway
@ 2PM - 6PM & 7PM - 11PM

Electronic ballots will be sent by email to each member. Whether voting online or in person it will be by a secure and secret ballot. Each member can only vote once. Find details at 3261.cupe.ca.

Issues voting? Email strike@cupe3261.ca or text/call (647) 905-6030 for assistance.



"Join me in voting YES to approve a strike mandate for CUPE 3261. This is the best way we can show U of T we deserve respect and dignity. Vote YES and let's show U of T that we are united behind the demands at the bargaining table."

Steven Villada, CUPE 3261
Athletic Facility Assistant, St. George Campus
FTPT Unit

Updates from the FTPT Bargaining Table

Your FTPT Negotiating Committee met with the University on Tuesday February 13th from 6PM to 10:30PM.

Formal Agreements Made On 7 Proposals:

The negotiating committee formally agreed to 7 proposals, some of which were tabled by the union, others by the university:

- Letter of Understanding to establish seniority procedures for former Aramark employees
- Move “Coaching Letter” out of the article on discipline and into it’s own article
- Add Family Caregiver Leave as an eligible leave of absence under Compassionate Care Leave as per the ESA
- Improvements to Educational Assistance
- Establishing of a \$1/hr premium for cooks and above holding the Red Seal trade certification
- Increase of the safety shoe or boot allowance to \$200/year
- Temporary employees not to repeat probation and be reduced to probationary rate if rehired within 12 months

Wins At The Table Last Meeting:

The University verbally agreed to elements of three more proposals at the table on Tuesday:

1. Job Security: Protecting bargaining unit work with the elimination of the word “regularly” in Article 34:02 – Work Done by Supervisors or Non-Bargaining Unit Members. Once confirmed in writing the article will read: **“Employees who are not in the bargaining unit will not regularly perform the duties normally carried out by those employees who are covered by this Agreement [...]”**. While not addressing the core issue of contracting out this is meaningful progress in preventing, for example, supervisors from doing our work and keeping us understaffed.
2. Guaranteeing valuable life-saving A.S.I.S.T. training to our building patrol members – ensuring they have the skills necessary to assist students in crisis situations.
3. Provide the Union with information on the work locations of our Food Service members on a quarterly basis to help us improve our communication and organizing.

Critical Issues Remain Unresolved:

- **Moving U of T's proposed benefit improvements and extra paid personal day into wages.** We've told U of T that our members want to see the cost of these proposals in our wage increases, but they continue to act like they know what's better for us than we do.

- **Contract expiration date.** U of T doesn't want to see workers build power in the workplace. That is exactly what we need to do by aligning contracts with 8,000 CUPE members. No longer can we allow U of T to keep us divided.
- **For Casual unit members:** Equal pay for equal work, 10 paid sick days, fair scheduling, and more.
- **For 89 Chestnut unit members:** Sick leave, vacation, and shift premiums equal to the FTPT Unit — and more.

- **Ending contracting out**
- **Addressing understaffing**
- **Shift Premiums:** End the Food Service carve-out, establish a weekend premium, and increase afternoon and evening premiums further than the 20c increases U of T has already agreed to.
- **Temporary assignments to a lower classification:** Restricting the length of time that the University can assign you to a lower classification and pay you at a lower rate
- And many more... as always you can see the complete list of all proposals and their exact language at 3261.cupe.ca/proposals.

Next Bargaining Dates

The pressure we've put on U of T by announcing coordinated strike mandate votes with CUPE 3902 is working. The threat of 8,000 workers walking off the job in March has meant more dates for our FTPT unit and finally dates for our Casual and 89 Chestnut units who have been waiting for weeks or even months for responses on any of their proposals. The next dates for all units are:

- FTPT: February 22nd and 27th
- Casual: February 23rd and March 1st
- 89 Chestnut: February 23rd and March 1st

Jessica Bell Comes to U of T to talk with CUPE 3902 and 3261 Members and show support



Jessica Bell — Member of Ontario’s Provincial Parliament for University-Rosedale — spoke with members of both CUPE 3902 and 3261 and offered her support. We discussed ongoing bargaining and many common issues facing the members of our two locals. Pictured above with Ruby and Rowell, Starbucks workers at Robarts, alongside CUPE 3261 President Luke Daccord, CUPE 3902 President Eriks Bredovskis, as well as Unit 5 and Unit 1 members.

