

CUPE 3261: UTP FT, PT Retail & PT Warehouse

2025 Tentative Agreement Highlights

United We Win!

Following a day of action on Tuesday October 28th – which saw a practise picket at the downtown bookstore, and warehouse members wearing their “STRIKE READY” stickers – your bargaining committees went back to the table with management and by that evening was able to secure historic agreements. They include key items like and common expiry dates for all units, and reasonable paths to full-time employment that the employer only moved on following this pressure. Read on for all the details!



This bargaining campaign you and your coworkers have engaged in over the past few months is the first of its kind in the history of CUPE 3261 at the University of Toronto Press. From the bargaining surveys where 100% of members endorsed the strategy of coordinated bargaining, to the joint petition signed by over 100 members which was delivered to the employer, to the powerful strike vote and then actions on Tuesday October 28th. We showed that when we're united and put pressure on the employer we can win things that weren't possible before, and we have set ourselves up for even more success in the future.

Next Steps

1. Review the summary of the Tentative Agreements (TA's) below. At the end you will also find links for the complete and original TA's for each bargaining unit.
2. Attend a Ratification Meeting with your coworkers to hear a presentation on the agreements, have an opportunity to ask questions, and then vote on the agreement for your unit. **These agreements don't go into effect until or unless approved by a majority of those attending and voting in the meetings.**
3. Once ratified, the Tentative Agreements become the new Collective Agreements

Your CUPE 3261 Full-Time, Part-Time Retail and Part-Time Warehouse Negotiating Committees unanimously recommend that you vote YES to ratify these tentative agreements.

Changes Across All Units

Expiry Date and Wages

- Common expiry dates of October 31, 2029
- Across the board wage increases averaging 3% / year, retro to contract expiry

	2024	2025				2026				2027				2028				2029			
	Nov	Feb	May	Aug	Nov	Feb	May	Aug	Nov	Feb	May	Aug	Nov	Feb	May	Aug	Nov	Feb	May	Aug	Nov
FT *			3%					3%					3%				3.75				exp.
PT	3%				3%				3%				3%				3%				exp.

* Full-Time Unit members to receive a \$100 signing bonus on ratification and 3.75% wage increase in November 2028 to equalize wages given the 4.5 year term length

Improving union engagement

- Synchronized and improved language across all units to provide for meetings of new employees with union reps
- Synchronized and improved language across all units to get more regular, monthly lists from the employer about who is working at the UTP so we can better track new hires and have up-to-date contact information
- Increase the number of stewards across all units
- UTP Unit Representative to be permitted 4 hours/week book off to do union business (like meet with members or handle grievances so we can better enforce the collective agreement)

Improving your rights to union representation when dealing with a complaint

- Synchronized language across all units to provide for union representation for any employee involved in a workplace investigation (whether your subject to or filing a complaint with HR).

Other Changes

- Synchronized and improved discipline language across all units: Employer required to arrange union representation for any types of disciplinary meetings and endeavour to render discipline within 15 days
- Synchronized and improved grievance language across all units, lengthening window that the union has to file grievances (from 5 or 10 days to now 15)
- All units also include other “housekeeping” changes like removal of gendered language, spelling and grammar, etc

Full-Time Specific Changes

Wages and Entitlements

- Establish a new wage grid chart for clearer display of wage rates
- Increase the differentials between positions:
 - Previously only \$0.65 separated the Warehouse Attendant I, Coordinator, and the Lead Hand Positions. This is now \$0.85.
- Boot allowances up to \$125/year accruing to a maximum of \$375

Other

- Clean up Vacation language to be easier to read, also clarify that vacation time submitted after the deadline shall be granted on a first-come, first-served basis.
- Bereavement leave improvements: More inclusive definition of immediate family and no more two-tiered leave depending on the family member. You're always entitled to 5 days.
- Housekeeping changes include references to the new University of Toronto Pension Plan, and standardizing the vision care benefit language in the CA with that of dental and extended health
- Established language to prevent the Employer from being able to terminate employees converted from part-time without cause during their probationary period

Part-Time Specific Changes

Wages

- Overtime (1.5x) for all hours worked in excess of 10 hours per day
- Establish a minimum wage buffer – effective November 1 2028 no employee shall make less than \$0.60 above minimum wage

Important Changes to Hour Distribution and Training Opportunities

Previously left to the sole discretion of management, rules have been negotiated which outline how hours and training opportunities have to be distributed: First by skills and abilities, and then by length of service where skills and abilities are relatively equal.

Improvements to Paid Sick Leave

Increase paid sick days from 2 to 3. Access to sick days begins after 6 months of employment instead of 1 year.

Other Changes

Establishment of paid bereavement leave for employees with at least 1 year of service.

Part-Time Retail Specific Changes

- Increase the minimum regular hours of work per week from 8 to 12
- Establish leaves to provide for employees taking time off required for school or for work permit applications

Other Changes

- Notice to the Union when the Employer hires non-unit employees for inventory

Part-Time Warehouse Specific Changes

- Strong notice requirements to the Union if the employer is going to use external employees for special projects
- Remove limits on weekly hours worked
- Beginning October 1 2026, employees who work 1850 hours/year shall be converted to Full Time on a quarterly basis
- Language providing for unpaid leave beyond the Employment Standards Act (ESA) minimum vacation
- Equal Pay for Equal Work when performing the job of a higher classification in any CUPE Position
- Changes to the LOU: Forklift Drivers which include providing for training reimbursement

See the complete MOA's here:

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- [Full-Time](#)
 - [Part-Time Retail](#)
 - [Part-Time Warehouse](#)

