

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



Above: CUPE 3261 members at 89 Chestnut join CUPE 3902 in a rally in support of their bargaining demands on the eve of their strike deadline. 3902 Units 3 and 7 signed a tentative agreement that evening. More on page 4.

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### June GMM Notice

Mark your calendar! Our next General Membership Meeting will be held on **Saturday, June 28, 2025 from 10AM-12PM.**

**Location: Mississauga Campus** (room TBD) or Virtually via Zoom (Hybrid meeting)

The next general membership meeting will be held at the University of Toronto's Mississauga Campus. A motion for this was put forward from the floor at the February GMM and was discussed and ultimately carried. It's since come to the executive's attention that according to the rules of order, notice of this motion technically should have been given prior to the general membership meeting. Regardless, the executive board is happy to agree to hold the next GMM in June at Mississauga Campus. We hope you can join us!

### February General Membership Meeting Recap

On February 22, we held our first General Membership Meeting of the year. Read on for some highlights of the meeting:

#### President's Report

- Bargaining update: Some committees have started meeting in preparation for bargaining coming this spring/summer for over 150 members across four different bargaining units of CUPE 3261: The University of Toronto Press (3 units) and Faculty Club (1 unit).
- Grievance report: ~30 grievances filed in the last 6 months. Over \$100,000 of monetary settlements won for CUPE 3261 members as a result of filing grievances in 2024.
- Casual Unit Representative Stanley Treivus has moved on from his position, having found employment outside of our Local. At the time of his departure Stanley was the longest serving member of the executive (8+ years). He has been instrumental on the communications committee, as well as in recent organizing around bargaining and strike preparations. We wish him well in all his future endeavours.
- The CUPE National Rep working with our Local for the past year, Blair Coombs, is also moving on for a new assignment with Local 905. We welcome Stephanie Van Stralen as his replacement who comes with lots of experience in the University sector.
- Since the last GMM Luis Gonzales was elected as the Faculty Club Unit Representative. Welcome Luis!
- Luke will be working out of the spaces the union has available at UTSC and UTM one day a month each. Please call or email ahead to arrange a meetings when possible — on these days or any others.
  - UTSC @ MW260 the first Wednesday of each month
  - UTM @ DV2042 the second Thursday of each month

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## General Membership Meeting Recap (continued)

### 2025 Budget

Following the presentation and approval of the Sept 1 - Dec 31 2024 Treasurer's Report, Jenny Luc, the Local's Secretary Treasurer presented a 2025 budget proposed by the Local's Executive Board. The attending members at the meeting took part in over an hour of lively discussion and debate. Two motions to amend were raised from members and were ultimately passed by those present: 1) Eliminate the \$40,000 budgeted for social events/Christmas party, and 2) Reduce the \$19,082.24 budgeted for Conventions and Conferences by half to \$9,541.12. Arguments made from the floor were to make these changes to eliminate the originally proposed budget deficit of \$24,619.15.

### CUPE 3261 Strike Fund

Members discussed and voted to approve a motion to establish a CUPE 3261 Strike Fund for the purposes of increasing strike pay. You can view the full language of this motion on page 9 of our [January newsletter](#).

### Appointment to Permanent Committees

After an open call for interest in committees, the membership at the GMM approved the appointment of the following members to a two year term on our permanent committees:

- Communications:
  - Oscar Aguilera Garcia
- Bylaw:
  - Robin Baj
  - Elizabeth Wangui
  - Eshika Seghal

Health and Safety committee appointments will be happening over the coming weeks and months by Kevin McDermott our Health and Safety Officer. There are still vacancies on the communications committee and health and safety committees — if anyone is interested please fill out the [form](#) on our website found in the “committees” section.

## CUPE 3261 Members Endorse Jessica Bell at GMM

It's imperative as unionists and especially public sector unionists that **we stand with those who stand with us!** At the GMM the executive put forth a motion to endorse Jessica Bell for MPP of University Rosedale, the electoral district UofT downtown campus is in. She is part of the NDP which is endorsed by CUPE Ontario and CUPE National which has always been a party founded by and allied with organized labour in Canada.

## General Membership Meeting Recap (continued)

### *Continuation of Endorsement of Jessica Bell*

She supported us in bargaining last year and came out to visit with members of CUPE 3902 and our local. She's fighting for the things that matter most to us: fair wages, safe working conditions, a strong union presence, affordable housing, and well funded public services.

Members in attendance at the GMM overwhelmingly voted to support the endorsement of Jessica.

Jessica has gone on to win her seat and we look forward to working with her in the future.



## CUPE 3902 Units 3 and 7 signed Tentative Agreements

CUPE 3902-03 (Sessional Lecturers, Writing Instructors, and Music Professionals) got big gains in compressing the wage grid, so that long-serving workers not only move along the wage grid quicker, but also receive the same salary as advanced workers. Unit 3 members were also able to secure a working group with an employer commitment to move towards an extended defined benefit plan by September 2026 (currently members of this unit only have a health care spending account).

CUPE 3902-07 (Graduate Assistants at OISE) were able to fight back against concessions (UofT was proposing to remove the minimum number of guaranteed positions available for workers each year). They also got guaranteed work for Graduate Assistants who receive external funding for their research, preventing them from being excluded from the Bargaining Unit and its benefits.

## Grievance Report

*by Luke Daccord, President*

Grievances are one of the main tools we have available to fight violations of our collective agreements and enforce our contract. Since the last grievance update in January of this year, the local has filed approximately 15 further grievances and started investigating over 10 new potential grievances. Issues include: terminations or discipline, performing work in a higher classifications, failure to accommodate or violations of the LTD plan, failure to investigate harassment in a timely manner, denial of educational assistance benefits, benefit overcharges, and more. This brings the local's total active grievances to 39 with 19 other ongoing investigations, for a total of 58 cases.