

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

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February GMM Notice

Mark your calendar! Our next General Membership Meeting will be held on **Saturday, February 28, 2026 from 10AM-12PM.**

Location: In person and Virtually via Zoom (Hybrid)

October GMM Recap

On October 25, we held our General Membership Meeting.

Some highlights of the meeting:

- Executive Board members (Andrew Chilton, Jenny Luc, Hillary Philips, Raffi Demerji, Chris Stanford, Luis Gonzalez, and Raymond Chung) were sworn in beginning their 2 year terms of office
- President's Report
 - Discussed UTP bargaining and strike deadline
 - Update on the many outstanding grievances
 - New contract signed for Faculty Club unit
- Trustee report on 2024
- 2026 Budget presented by Jenny Luc
 - After discussion the budget was accepted by the members as is
- Due to time constraints there was a motion to have the votes on by-law amendments at an online only Special General Membership Meeting in November. The motion was carried.

November SGMMs Recap

By-law amendments meeting November 15:

- All proposed amendments were passed with overwhelming majorities
- We should have the amendments approved by National and implemented early next year

Holiday party budget amendment meeting November 22:

- The meeting was called by a petition signed by 20 members in accordance with our by-laws. After discussion, the motion was amended to have \$25,000 for 4 parties.
- The motion ultimately failed to pass, so there will be no holiday party this year.

Chief Steward Report

Hello Everyone,

Union stewards are important because we represent our co-workers, enforce the CA, and strengthen the union in the workplace. This role can also be personally rewarding as well for conflict resolution and developing leadership skills. We are the frontline of communication for our members.

We are pleased to announce the following NEW STEWARDS on St. George campus:
Abhijit Datta - The newly minted Oak House on Spadina. Abhijit is the first EVER steward at this residence.

Cameron Ford - After a very close election, Cameron is the steward at Transportation Services.

Moqadas Mian - at UofT Bookstore, PT-Retail.

Stephanie Taylor - at Biological Science Facility, Ramsay Wright Building.

Ali Shoayb - at Athletics Centre, FTPT.

Big Welcome to all !!!!!

We are looking for candidates in these locations: Campus1, New College Caretaking, Medstores, St. George Caretaking to name a few...

Are you interested in becoming a Steward?

Do you know someone who's interested?

Email: chiefsteward@cupe3261.ca

Thanks,
Hillary Phillips

Unit Update

89 Chestnut

Unit Representative: Raymond Chung

The grievance regarding the shift premium for those working 12pm to 8:30pm is expected to be heard by an arbitrator in early January. After many year, we have returned to having Labour Management Meeting. The meeting held on October 22nd, attended by Stewards, President, and National Reps, allowed us to raise our concerns on many issues. They are expected to be held quarterly going forward.

National Convention Report

By Pearla Cox

Going into this convention, I did not have any specific expectations. I approached it with an open mind, intending to observe, listen, and learn. What I quickly realized was that many of the delegates shared similar experiences, concerns, and ideas as those in our own workplace.

There was a strong sense of shared purpose among members from different regions and Locals. It became evident that unions are not just formal organizations—they are powerful, collective forces made up of passionate people who care deeply about fairness, representation, and the dignity of work.

One of the most impactful parts of the convention was seeing how amendments and constitutional changes are proposed, debated, and ultimately decided.

National Convention Report (Continued)

By Pearla Cox

Understanding how these processes shape the direction of our union gave me a much deeper appreciation for member participation and democratic structure. I also noticed how strongly people felt about the issues being discussed. There were thoughtful and sometimes intense viewpoints expressed on both sides of various resolutions, with particularly active engagement from younger members. Their presence and confidence showed the strength and momentum of the next generation of union leadership.



CUPE 3261's voting delegates to this years CUPE National convention were: Raymond Chung, food service worker, Jenny Luc, room and public area attendant, Hillary Phillips, cook, and Pearla Cox, cafeteria worker.

Throughout the convention, I was supported by my local 3261 delegates, especially Hillary our Chief Steward, who took the time to explain procedures, terminology, and context behind the discussions. Their guidance helped me understand not only what was happening on the floor, but why it mattered. This made the experience not just informative but personally meaningful.

I am returning to our workplace with a stronger understanding of how our union operates and the importance of being engaged in these decision-making processes. I am bringing back a clearer sense of how every member - regardless of role or experience level - has a voice and the ability to influence change. I also gained a renewed appreciation for the value of educating and involving newer members, especially those who may not yet see themselves as leaders. Encouraging participation, sharing knowledge, and keeping communication open are key to strengthening our Local.

Most importantly, I am bringing back the belief that the union is not something separate from us - we are the union. The power of our collective voice is real, and when we show up and take part, we shape the conditions we work under and the future we want to see.

If you are interested in attending a convention in the future talk to your shop steward or a union rep.

UofT Press Tentative Agreement Ratified

We are excited to announce that, following four ratification meetings last month, **all three bargaining units have ratified the tentative agreements with 100% in favour.**

As of 12:01AM, Friday, November 7th, the agreements came into effect.

They contain a **common expiry date, for the first time in over 25 years, solidifying the power of all CUPE 3261 workers at UTP to bargain together for the future**, as well as paths to Full-Time employment for Part-Time Warehouse employees, an average of 3% yearly wage increases for all, improvements to PT sick leave and much much more!

The union will be updating the collective agreement copies ASAP. Now the work of enforcing all these improvements is our task.

To view a summary of agreements or to see the full memorandum of agreement, visit our [website](https://3261.cupe.ca) at [3261.ca](https://3261.cupe.ca) under the “resources” section.

