

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

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February GMM

WHEN

Saturday, February 28, 2026

10:00 AM – 12:00 PM

WHERE

Sidney Smith Hall, Room
1074 (100 St. George St)

or

Join virtually via Zoom

To attend online, please register online to receive the Zoom link. The link will be emailed to all members.

General Membership Meeting Agenda

AGENDA

1. Introductory Matters
 - a. Call to order
 - b. Roll call of officers
 - c. Reading of the equality statement
 - d. Approval of Agenda
 - e. Reading and approval of last meeting's minutes
2. Reports
 - a. President
 - b. Treasurer (Sept 1 - Dec 31 2025 financial report)
 - c. Health and Safety Officer
 - d. Chief Steward
 - e. Committees
3. Executive Motion on Coordinated Bargaining *
4. Negotiating Committee Elections
 - a. Full-Time Part-Time
 - b. Casual
 - c. 89 Chestnut
5. Call for interest: CUPE Ontario Convention
6. Adjournment

*** See the complete text of the executive motion on coordinated bargaining on page 4.**

Negotiating Committee Nominations

Nominations must be received in writing BEFORE our February 28th GMM, read on for more info:

It is time to form Negotiating Committees once again for our three bargaining units at UofT with contracts expiring in 2026: Full-Time Part-Time, Casual, and 89 Chestnut. With our continued commitment to building power to win the best contracts possible for members, we aim to form 3 committees who will once again go to the bargaining table united!

The President and Unit Representative for each respective bargaining unit are automatically on each committee. We are seeking nominations for the remaining positions in accordance with CUPE 3261 Bylaws Section 14(a):

- **Full-time/Part-time Unit:**

- 4 members from any campus, either Full-Time or Part-Time
- 1 member from Scarborough campus*
- 1 member who is Part-Time Appointed (regularly working 24 hours a week or less)

* Our bylaws also require at least one member of the negotiating committee to be from UTM Campus, however this requirement is completed by Raffi Demerji's automatic placement on the negotiating committee as the Unit Representative in accordance with our Bylaws.

- **Casual Unit**

- 3 members

- **89 Chestnut Unit**

- 5 members (one from each of the following departments: Housekeeping, Maintenance, Kitchen, Stewarding and Banquets)

In a new procedure to make nominations more accessible, and our February GMM more efficient, nominations must be submitted in writing or by email to president@cupe3261.ca **between Wednesday February 11th at 12:01AM and Wednesday February 25th at 11:59PM.**

You can nominate yourself or a coworker. The Union will ask your coworker if they accept the nomination. If any of the above positions are contested (more nominations are received than there are positions). Elections for these positions will be held at our February 28th GMM.

Don't hesitate to reach out if you have any questions about what being on the bargaining committee involves or questions about the nomination process!



Chief Steward Report

Hello, everyone . Happy New Year!!!
I'm excited to start the new year with the great team of stewards we've put together with diverse strengths and experiences. As we continue to grow, CUPE 3261 is on track to have a full **complement** of stewards across all 3 campuses. Let's Go!!!

Please welcome the following new stewards:
Maria Marcelo - Food Services Campus 1
Daniel-Blas Racelis - New College
Caretaking and Maintenance
Ali Shoayb - Athletic Centre / Facilities

Things to know:

What is a Grievance?

- A violation of the collective agreement
- A violation of federal or provincial employment-related laws
- When the employer changes the way they apply collective agreement language.

The Collective Bargaining Agreement is a contract between the union and employer that tells workers and the employer what **their rights** and responsibilities are.

Types of Grievances

- Individual - a grievance on behalf of an individual employee
- Group - a grievance on behalf of a group of members affected the same way.
- Policy - a grievance because the employer did or did not do something that could have an impact on all workers covered in the CBA.

Stewards also work with supervisors to find solutions to workplace issues outside the grievance process where possible.

Representing members in the workplace is important work and we strive to build a network of stewards for a strong collective voice.

In Solidarity,
Hillary Phillips

Attention FTPT Unit and 89 Chestnut Members

Child Care Benefit Deadline is March 18th!

The Child Care Benefit Plan reimburses eligible child care expenses paid out of pocket incurred between January 1 and December 31 of each year for each eligible child (natural, step, common-law, adopted or ward) under age seven. Submit one application per provider, per child. Don't combine separate provider expenses into one application.

The deadline to submit a 2025 Child Care Benefit Application is 5:00 PM on March 11, 2026. The application is available online through Employee Self-Service (ESS).

Some helpful links to help you submit your application:

[Application Instructions](#)

[Frequently Asked Questions](#)

Executive Motion on Coordinated Bargaining

for February 28 General Membership Meeting

WHEREAS CUPE 3261 members are stronger when they coordinate with other workers;

WHEREAS In the 2023-2024 round of collective bargaining with the University of Toronto, CUPE 3261 members' bargaining position was strengthened by uniting our bargaining units together with the teaching assistants, course instructors, and postdocs of CUPE 3902 and the library workers of CUPE 1230 to fight for dignity, respect, and a living wage;

WHEREAS the provincial government is committed to underfunding postsecondary education, and the University seeks to save money at the expense of CUPE 3261 members' working conditions and job security.

BE IT RESOLVED THAT CUPE 3261 will actively coordinate bargaining wherever possible internally between the Casual, 89 Chestnut, and Full-Time Part Time Units, and externally with other workers at UofT.