

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

June GMM Notice

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

Location: UTM, Communication, Culture, and Technology Building, room CCT1080 and Virtually via Zoom (Hybrid), Park in Lot 9 for easy access

Visit our website 3261.cupe.ca or check your email to register if attending online

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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
 - f. Matters arising from last meeting's minutes
2. Treasurer's Report (2024)
3. Trustee's Report (2024)
4. Treasurer's Report (Feb-April)
5. Approval of Elections Committee
6. Nominations:
 - a. Vice-President
 - b. Secretary-Treasurer
 - c. Chief Steward
 - d. Health and Safety Officer
 - e. Full-Time Part-Time Unit Representative
 - f. Casual Unit Representative
 - g. U of T Press Unit Representative
 - h. Faculty Club Unit Representative
 - i. 89 Chestnut Unit Representative
 - j. Trustee (1)
7. H&S Report
8. Reports of committees and delegates
9. Notice of Proposed Bylaw Amendments
10. Unfinished business
11. New business
12. Adjournment

NOMINATION PROCEDURE

If you are considering seeking a nomination, please review Section 8 of the CUPE 3261 By-laws titled "Nomination, Election, and Installation of Officers" for detailed information on the nomination procedure and eligibility. These can be found on our website 3261.cupe.ca under the "Resources" section.

If you have any questions about this procedure please don't hesitate to get in touch with the Union office using information at the bottom of this page.

CUPE Ontario Convention Report by Hillary Phillips

It was my honor to represent Cupe Local 3261 at the **61st** Annual CUPE Ontario Convention which was held at the Sheraton Centre from May 28- May 31st.

The theme this year was **RISE. RESIST. RECLAIM.** It reflects the work necessary ahead of us as both a union and the broader labour movement to ensure a more equitable and just future for all.

CUPE Ontario represents over **249,000** members. This year's convention saw over **1200 delegates** participate from over 700 CUPE locals. Key sectors include healthcare, municipalities, universities, social services and school boards.

The convention gives us the opportunity to **hear** and **speak** to the struggle of the hard work from our union comrades. The powerful leaders who have been on the frontlines **organizing, mobilizing and striking** for justice.

Here are some highlights.

Bill 5 - This bill gives the Ford Government sweeping power to implement "Special Economic Zones." These chosen zones would allow the government to suspend provincial and municipal laws for projects deemed of economic importance. In a nutshell, gut worker protections, override health and safety regulations, ignore indigenous treaty rights, and literally bulldozes endangered species protections.

Striking Locals - support for striking members of Cupe Locals, # 5525 - Villa Colombo Homes for the aged, # 2361 University of Western Faculty, # 2073 Canadian Hearing Services, #1656 Regional Municipality of Waterloo City workers, #905 Library and Long term Care, #831 City of Brampton Outside and Office Unit and #1750 WSIB workers.

OMERS - The Ontario Government's plan to change the governance structure of the Ontario Municipal Employees Retirement System.

Cupe Ontario Solidarity March - Cupe members took to the streets on Thursday May 29th on University Ave. in support of workers rights in which i was a proud participant.



Rise • Resist • Reclaim
Relevez-vous • Résistez • Revendiquez

Unit Updates

U of T Press

Unit Representative: Chris Stanford

All **three bargaining** Units at U of T Press are going to the bargaining table this summer. Bargaining prep has begun and we have requested **negotiation dates** for all 3 units and hope to get to the bargaining table by the end of **July**. We are waiting on management's response.

89 Chestnut

Unit Representative: Raymond Chung

The members at Chestnut have been **reimbursed** on their LTD overpayments dating back to April 2024. There is an active grievance regarding the **shift premium** from 12pm to 8:30pm. There are other **numerous grievances** that are also moving along accordingly.

Faculty Club

Unit Representative: Luis Gonzales

On May 3rd, we had the **First 2025 General Meeting** with the Local Unit Members of the Faculty Club. The objective of this meeting was to elect two negotiating committee positions to represent all the members at the Bargaining Table alongside **Stephanie Van Stralen**, National CUPE Representative, **Luke Daccord** President CUPE 3261 and **Luis Gonzalez**, Unit Rep of the Faculty Club. The members elected were **Virgil Dan Comsa and Susan Kim**. Thanks to everyone who participated.

Also, we motivated all members to fill out the **bargaining survey** to help inform the bargaining committee's proposals as they will begin to prepare proposals over the coming weeks, before we have our first Bargaining Meeting with the employer on **July 15th**.

Casual

Unit Representative: Vacant

This position is currently vacant, please come out to the GMM, **June 28** to nominate a co-worker or be nominated, get involved.

belairdirect.

Scholarship Program 2025

Deadline: July 15th, 2025



The **2025 belairdirect Scholarship Program** is now open! [@belairdirect](https://belairdirect.com) is proud to offer 50 scholarship opportunities, valued at **\$1,000** each, to eligible applicants.

Deadline: July 15, 2025

To learn more about this exciting opportunity, visit belairdirect.com/scholarship

Grievance Report by Luke Daccord

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 report at the end of **April** the union has successfully...

- Secured a **financial settlement** for a member not provided proper accommodation
- **Overtaken discipline** due to management failing to adhere to the CA process.
- Reduced the level of **discipline** given to an employee
- Made the employer share their findings of an investigation into a **complaint** made by a member after long delays
- Made the employer **correct** a payroll error
- Made the employer to respond to a **paid personal day** request in accordance with the CA
- And more

The **union** has initiated investigations, confronted **management**, or filed grievances on 25 different cases since the last grievance report at the end of April. Notable grievances filed include:

Failure of the employer to consult the union on the creation of a new classification in the **FTPT Unit at Hart House** which resulted from a successful conversion from **Casual employment**.

Temporary 6-9 week **layoff** of FTPT continuing cafeteria workers on St. George campus in violation of layoff/bumping language

Work done by supervisors or non-unit employees of the university in a **FTPT Stores** Position at Aerospace Building in order not to fill a CUPE 3261 position

Spotlight on some other important ongoing cases:

Food Service Temporary Layoffs: In April 2025 Food Services on St. George campus initiated a temporary **6-9** week layoff of continuing cafeteria workers in the FTPT unit. This is unprecedented both within food services and within the **FTPT Unit**. The University claims that because the layoff is so short, that they don't have to adhere to our **bumping rights** within the CA. This is an interpretation which threatens the job security of all FTPT employees. This grievance will be heard at **Step 3** this month.

12PM-8:30PM shift premium in FTPT and 89C: The food service departments in FTPT and 89 Chestnut are **claiming** that employees working 12 PM- 8:30 PM do not work the majority of their hours between 4 PM and midnight and are therefore **not eligible** for the \$1 an hour premium. The University **denied** the grievances from both Units at Step 3 and the first of the cases is set to be heard by **an arbitrator** in January of next year.

Total number of active investigations and grievances continue to rise, up from **58** last update to now total **62**. Of these **24** are ongoing investigations or management discussions and **38** are active grievances.