NOV 16 2026

CUPE 3261 BARGAINING BULLETIN

FULL-TIME PART-TIME, CASUAL, 89 CHESTNUT



MESSAGE FROM THE COMMITTEE

Your three bargaining committees — Full Time/Part Time (FTPT), 89 Chestnut, and Casual — alongside the 8 other bargaining committees across U of T are committed to solidarity across all the CUPE locals. The memberships of all groups have repeatedly and overwhelmingly voted in favour of coordination, all of the bargaining committees have co-created our platform pillars together, and we remain committed to working together throughout and beyond this year's bargaining process.

Your CUPE 3261 bargaining committees have also worked hard together to review surveys, talk to members and to draft proposals designed to help our units meet their needs. They've worked tirelessly to propose new contract additions and changes to align our contract with the needs we all have.

We know we are stronger together. United we win!

BARGAINING UPDATES

At the FT/PT table, our committee included Raffi Demerji, Kelsie Crawford, Cameron Ford, Kevin McDermot, Hillary Phillips, 3261 President Luke Daccord, and CUPE National Representatives Stephanie VanStralen and Chris Fairweather. So far we've met with the university administrators on three dates: October 22nd, October 26th, and November 2nd.

In her opening remarks, U of T's lead negotiator referred to CUPE 3261 as the "Face of the University." Naturally we agree! We are the faces the community sees and knows: the service workers, the caretakers, the full time, part time and casual employees that keep each campus running. And yet after three days at the bargaining table, U of T has given us no sign that they value the many faces of our membership.

One glaring example of this? The university continues eliminating the number of CUPE workers wherever possible. Most recently, on November 2nd U of T contracted out 10 caretaking buildings on St. George campus. Caretakers who have worked at the university for years are being sent to new buildings, and replaced by contract workers.

We tabled a number of proposals and plan to table a number more that are meant to both protect us, the workers of U of T, and earn a contract that gives us what we deserve: fair compensation, secure and stable jobs, and respect and dignity in the workplace. Most of our key wage and monetary proposals have not yet been tabled.
So far, U of T has rejected most of our proposals.
In our discussions on job evaluations, they told us that they "think the system works," even at the same time that they admitted our job descriptions are vastly out of date. When asked if they would work towards updating the class specifications AND the wages they are worth, their answer was no.

When we asked for transparency around overtime distribution,, the University's bargaining team responded that being transparent with overtime distribution was too "unwieldy." In other words, hiding how overtime is distributed makes it easier for U of T to hide the unfair distribution of labour our members take up.
We are used to U of T rejecting proposals at these early stages that we, the employees, know will make our workplace better for us and everyone who passes through campus.

When we last bargained in 2023, we tabled proposals on inclement weather issues. We asked for fair compensation and safety policies for those of us who need to be at work when the weather has most of the campus staying home. U of T rejected our proposals.
This past winter, the winter of 2025, the university had 2 full day closures due to inclement weather. The poor planning and bad communication around these closures created many grievances and put staff at unnecessary

risk – all of which could have been avoided had U of T agreed to our previous demands.
In the aftermath of January's storms, the university is suddenly willing to discuss an inclement weather policy. Agreeing to our demands now will prevent further grievances in the future, and keep campus running smoothly without interruption.

U OF T PROPOSES CONSESSIONS

The few proposals U of T has tabled are concessions, including reducing (pro rating) paid personal days for sessional employees, and keeping disciplinary measures on file for longer periods of time if you're away from work. They also brought forward concerns about our sick time, claiming that the use of our entitlements is "problematic." They told us they want to discuss "ongoing concerns" about absenteeism levels but we are prepared to push back with receipts.

TRACK IT!

We've tabled other proposals including shift premiums, schedule changes and more. We will soon be launching a tracker on our website at 3261.cupe.ca/proposals where you will be able to see every proposal the Union has made, and how U of T has responded to our demands.

UNITY VS THE UNIVERSITY

Our key proposals on high level issues like wages and benefits will be tabled when negotiations resume in January. Our three bargaining units have been meeting consistently over the summer in order to keep all of our proposals aligned. We fight together because we're stronger together, and that scares the university. Despite our local's repeated demands to bargain together, U of T refuses to let committees bargain at a common table.

Despite only meeting with our FT/PT committee three times this fall, the university claims that they have no more available dates for bargaining until 2027! We left the table on November 2nd with the employer offering dates in January. Proposals will continue to be tabled for the Casual and 89 Chestnut units.

Our next confirmed negotiation dates:

FT/PT: January 19, 20, 21 2027
Casual: November 12, 2026 and January 22, 2027
89 Chestnut: November 24 and 30, 2026 and January 28, 2027

TAKE ACTION - STRONGER UNITED!

U of T does not take us, the face of the university, seriously. To overcome the challenges ahead, and to win the changes we need in our contract, members need to be involved across all campuses and all departments.

Stewards and members of the Contract Action Team are getting the word out about our negotiations to their coworkers, and other workplace friends and acquaintances. Every person has something invaluable to contribute!

We need to demonstrate to U of T that we are united, that we are willing to take action and to stand with each other. Our negotiations go beyond words at the bargaining table – we'll win our contract in each of our workplaces!

If you don't have someone in your workplace or department like a steward who can update you on negotiations, and are interested to get involved in building power in your workplace by joining the contract action team, contact Cameron Ford by email at recordingsecretary@cupe3261.ca or text/call (647) 905-6030.

We made history during the bargaining of 2023, when we reached a common table with our three units and CUPE 3902's Units 1 and 5. For too long, we've seen how divide and conquer tactics allow the employer to treat Bargaining Units unequally, even though we face the same issues: unlivable wages, job insecurity, overwork, and hostile workplaces.

We reject these false divisions!

Let's use our collective voice as library workers, postdocs, maintenance technicians, childcare workers, caretakers, teaching assistants, cafeteria workers, veterinary technicians, course instructors, research assistants and sport facility attendants (and more!) in CUPE Locals 1230, 2484, 3261, and 3902 to resist UofT's tactics.

We are U of T!