

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

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October GMM Notice

Mark your calendar! Our next General Membership Meeting will be held on **Saturday, October 17, 2026 from 10AM-12PM.**

Location: Sidney Smith Hall
- 100 St George St - Room 1074 and Virtually via Zoom (Hybrid)

To attend online, please register online to receive the Zoom link. The link will be emailed to all members, or you can use the QR code below

GMM Zoom Registration



Oct 17th GMM Agenda

1. Introductory Matters
 - a. Call to order
 - b. Roll call of officers
 - c. Land acknowledgement and equality statement
 - d. Approval of Agenda
 - e. Motion to seat guests
 - f. Reading and approval of last meeting's minutes
2. Oaths of Office (July 2026 acclimations)
3. Reports
 - a. President
 - b. Vice President
 - c. Treasurer
 - i. Financial Report
 - d. Health and Safety Officer
 - e. Committees
 - i. Communications
 - ii. Bylaw
 - iii. Social (Holiday Party Update)
4. University of Toronto Negotiations – Bargaining Updates and Platform Ratification
5. Adjournment

Grievance report

Grievances are one of the main tools we have available to fight **violations** of our **collective agreements** and enforce our contracts with the University of Toronto, University of Toronto Press, and Faculty Club of the University of Toronto. Since the date of the last grievance **report** made at the **July 20, 2026** General Membership Meeting, to the date of writing (October 5, 2026), the union has successfully:

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Grievance report (continued)

- **Reinstated** an employee unjustly terminated
- Reduced the severity of other forms of discipline like **warnings or suspensions**
- Forced the employer to post full-time positions as opposed to temporary
- Helped members to secure **family or medical accommodations** under the human rights code
- Helped members to receive **monetary settlements** for reimbursements denied, vacation not paid out, overtime not offered, sick leave not paid, or work at a higher classification not paid at the appropriate rate
- **And more!**

New disputes/grievances initiated since June 2025 include:

- Failure to accommodate
- Clawback of or failure to pay sick leave
- **Position eliminations**

By the numbers since July 2026:

- **25 grievance** investigations initiated
- **28 grievances** closed
- Over **\$6,000** in settlements for **CUPE 3261** members as a direct outcome of grievances

The local currently has **76 current ongoing grievances** or grievance investigations.

KNOW YOUR RIGHTS

We are pleased to announce the start of the "Know Your Rights" articles. These will be a regular article in our **newsletters** where less understood rights will be explained.

To go along with this new article we would also like to introduce the "**Know Your Rights**" submission form. This is a form where you can submit questions. If you include your **email we will contact you** to answer your questions. But you can also submit questions anonymously. Is there something you've been wondering about but are too embarrassed to ask? **Then ask anonymously.**

We will be **highlighting** and clarifying rights that your stewards have said the membership should be better informed of, as well as frequently asked questions that you've submitted with the form.

Scan the **QR code** below or click the link to submit a question.



Form: [Press Here](#)

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KNOW YOUR RIGHTS (continued) - The Right to Refuse Unsafe Work

And now a special thanks to Kevin McDermott our **CUPE 3261 Health and Safety Officer** for providing the details for our first "**Know Your Rights**" article:

Employees have **the right to refuse work** that they believe is unsafe. You can't be punished for using this right even if an investigation later proves that the work was safe. This right is covered under the Occupational Health and Safety Act, sections 43-50. But to protect yourself you need to be sure you **follow certain steps**. The union is here to help you through this process.

The steps to refuse unsafe work:

1. Notify your supervisor that you are refusing to perform work because you believe it is unsafe. Explain why you believe it is unsafe.
2. Notify the Union. Send an email to the Local's President(president@cupe3261.ca) and the Health and Safety Officer (healthandsafety@cupe3261.ca). Be as detailed as possible, pictures can be very helpful. Include the date and time that you refused, why you believe it is unsafe, the supervisor who you advised, and the supervisors response.
3. Your supervisor should work with you to see if they can resolve the situation that led to your concern. Please keep the union updated on how this step progresses. If they are unable to resolve the issue or their resolution is not sufficient for you to consider the work safe, the issue will then be forwarded to the Joint Health and Safety Committee.

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KNOW YOUR RIGHTS - The Right to Refuse Unsafe Work

4. The Joint Health and Safety Committee and U of T Management then investigate the issue together. If they are unable to resolve the safety concern it is then forwarded to the Ministry of Labour.
5. The Ministry of Labour will then send an inspector to investigate the issue. If the inspector determines that the work is a safety concern they can then issue an order to fix the cause of the concern. The University is obligated to follow these orders. If the inspector determines that there is no safety concern, the employee will then have to perform the work.

It is imperative that you inform the Union ASAP of these issues so that we can ensure that our rights are upheld and we all have a safe workplace.

Have concerns about a violation of the collective agreement in your workplace? The first step is to reach out to your union steward. Don't have one? Reach out to the President or Vice President about getting involved!



Four locals, one goal