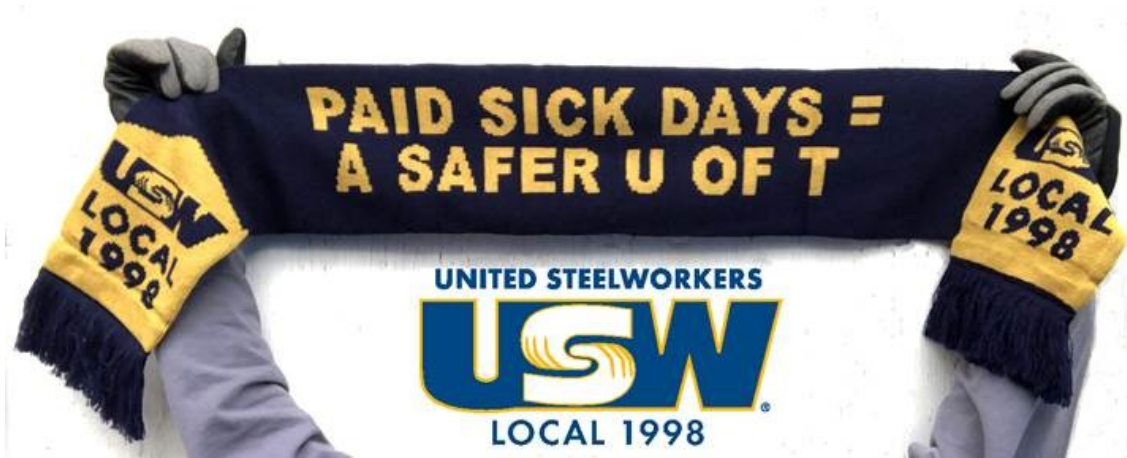


USW 1998 (U of T)

Casual Unit

Bargaining Update #1

January 7, 2021



Dear members:

As you may know, you belong to a union – USW Local 1998. The union local's Casual Unit represents thousands of casual employees at the University of Toronto. Every few years, we negotiate with the employer the renewal of a collective agreement, which governs such things as wages and working conditions.

Currently, we're in the middle of such negotiations. Your bargaining team last met with the employer's negotiators on December 15, 2020, with no agreement other than to meet again.

Our aims this round of bargaining are to make our work status less precarious and to achieve modest improvements to our monetary compensation. To those ends, we have proposed and/or will propose the following changes to the collective agreement:

1. At least two paid sick days for all
2. A 1% wage increase for all, which is the most we can ask due to caps on public-sector worker wages imposed by the Ford government
3. Preferred hiring for members who have worked in a position for at least six months or an academic session

4. A right to apply as internal candidates when their position is posted as staff-appointed
5. Increasing the number of members who can grieve a termination and have access to union representation when doing so
6. Preventing the employer from using the shift cancellation clause, which is properly about the notice required before cancelling a shift without pay, as a 'back-door' effort to suspend or otherwise discipline an employee;
7. Making it clear that it's the obligation of the employer to inform employees, in writing or in person, when a shift is cancelled
8. Creating a priority rehire list for casual employees who have lost their position or have had reduced hours due to the COVID-19 pandemic
9. Adding a clause that those with 5 years or more of service shall be entitled to 6% vacation pay
10. Adding a new appendix to cover the wage rates and working conditions for those members who work as Standardized Patients
11. Making it easier to convert to staff-appointed status, including allowing full-time graduate students to convert if they meet the criteria
12. Renewing the dental plan project

Members of USW 1998's Casual Unit are proud to announce the creation of their new video (Precarity U) and their song (Bills to Pay).