



CUPE: THE UNION FOR UNIVERSITY WORKERS

University Workers

More than 35,000 university workers across Ontario are CUPE members. The Ontario University Workers Coordinating Committee keeps a close eye on collective bargaining, pensions, legislation and other political issues. We coordinate campaigns against concessions and contracting out, and give workers a voice in protecting public universities.

CUPE IN ONTARIO UNIVERSITIES

Superior collective agreements, strong representation, an excellent training program for local executives and stewards, a \$90-million strike fund, and a history of success in job protection supported by a \$95-million National Defence Fund. These are just some of the reasons that CUPE has grown by 50,000 members in the past two years alone.

In the Ontario, our members include academic, trades, and service workers at Queen's University, Ryerson University, University of Waterloo, Laurentian University, Carleton University, University of Windsor, University of Toronto, University of Guelph, York University, Brock University, University of Western Ontario, University of Ottawa, McMaster University, and Trent University, as well as staff at many campus groups and student associations.

CUPE is a democratic union and supports bargaining units that fight for stronger collective agreements. That's why we have the best CAs in the university sector. Together, we can make even greater gains for academic workers at the University of Waterloo.

Your voice at Queen's Park

Privatization, casualization, program funding -- so many factors affecting our university jobs are decided by the provincial government. CUPE has a strong track record of effective, progressive advocacy for university workers and students alike.

CUPE·SCFP / Canadian Union of Public Employees
/ Syndicat canadien de la fonction publique

For more information, contact Craig Saunders, 416-576-7316 or csaunders@cupe.ca

Ontario Universities

The Ford Conservatives' Record

The Ford Conservatives have launched unprecedented attacks on Ontario's Universities. Left unchallenged, the damage the Ford Conservatives have inflicted on our post-secondary education sector may never be undone!

Thanks to the Ford Conservatives, post-secondary education is less accessible, more expensive for most students, with less accountability and fewer supports. Students and their families can look forward to higher debt loads, less academic freedom, and more racism on campuses, while the Ford Conservatives hand out tax breaks to their wealthy supporters.

Take Action: tell the Ford Conservatives you support...

COMMUNITIES, NOT CUTS

Send a message to your MPP at
www.communitiesnotcuts.ca

Universities

 in the Ford Conservatives' first year

- 1 REAL reductions in funding to university operating budgets and student assistance (OSAP)—more than a *billion* dollars province-wide!
- 2 Funding linked to labour market and commercialization activities, opening the door to more corporate interests, less public interest.
- 3 Defunding democracy and student services through 'student choice opt out' provisions.
- 4 Forcing universities to allow white supremacists & other extremists to speak on campuses through so-called 'free speech' codes.
- 5 Elimination of OSAP grants and elimination of loan repayment grace periods.

BILL 124:

BILL
124

Bad for you, bad for our communities.

Before giving themselves a five-month vacation, the Ford Conservatives introduced Bill 124. The bill is bad for the front-line workers who deliver public services across the province and bad for every community in Ontario. Here's why— if passed, Bill 124 would:

- Take away your Charter-protected right to collectively bargain.
- Affect virtually any front-line worker funded all or partially through the Province of Ontario.
- Force you and other front-line public workers to accept contracts that don't keep pace with inflation.
- Give the Ford Conservative cabinet the power to tear up freely-negotiated contracts, force workers back to the bargaining table and interfere with interest arbitration.
- Take money you and your co-workers would have spent in your communities and hand it over to the Ford Conservative's rich friends through tax cuts.
- Set the stage for more attacks on working people in the public and private sectors. That's bad for you, bad for your co-workers, and bad for the communities we call home!

Facts

- 1 Free collective bargaining works**—almost all contracts are settled without a work stoppage, with work rules, compensation, and benefit costs agreed to by both parties.
- 2 Salaries didn't cause Ontario's financial problems, attacking wages of front-line workers won't solve them.** Ministry of Labour data shows public worker wages haven't kept up with inflation for the past 10 years. What's more, the proportion of resources spent to fund all public services that go directly to front-line worker compensation across Ontario has been falling.
- 3 Ontario has a revenue problem, not a spending problem.** Ontario spends far less per person than any other Canadian jurisdiction. Ontario collects far less in revenue than other jurisdictions. If the Ford Conservatives wanted to lower the deficit, they could start by raising the revenues they collect to the Canadian average. Billions of dollars would flow to support public services communities rely on, the front-line workers who deliver them, with billions left over for deficit-fighting.

Bill 124 isn't the law in Ontario—yet. It can be defeated! Here's how you can help defend public services and the workers who deliver them:



Send a message to the Ford Conservatives and your MPP telling them to oppose Bill 124.

Visit cupe.on.ca/bill124



Get involved in your Local's fightback—make sure they have your up-to-date contact information.



Talk about the danger of Bill 124 with your neighbours, family, and friends.

It's time to take a stand for **COMMUNITIES, NOT CUTS**.ca

Myth Buster

Precarious Employment

POST-SECONDARY EDUCATION: OUR TIME TO ACT

Over the past thirty years, universities and colleges have increasingly turned to precarious forms of employment. Faculty and support staff are increasingly being hired on short-term, temporary, and casual contracts, rather than in permanent, secure positions. More and more positions are being contracted out to employers who pay low wages and don't offer pensions and benefits. This rising precarity impacts the quality of education our students receive. And it is hard on workers, personally and professionally.

Don't fall for these common excuses as to why we shouldn't be concerned about rising precarity:

Myth: Workers are taking contract and casual positions because that's their preference.

Reality: While there are some people who do enjoy the flexibility of working on short-term contracts, there are many workers who are only in these positions because they can't find something more permanent. For instance, a recent survey of contract faculty in Canada found that more than half would prefer a tenure-track job. Desperation shouldn't be confused with preference.

Myth: Precarity is primarily an issue affecting young workers who are just starting out in the labour force.

Reality: Precarious employment is increasing among workers of all ages. For instance, in 2017, half of all workers in temporary jobs were between the ages of 25 and 54. More than one-quarter were over the age of 45.

Myth: Precarity is only a problem for workers; for universities and colleges, it's an invaluable tool to manage human resources and keep costs low.

Reality: Precarity is impacting the quality of education. The working conditions of faculty and staff are the living and learning conditions of students. When workers don't receive the institutional support and resources they need to do their job properly, that diminishes their ability to provide the highest quality education in a safe, secure environment. In other words, precarity undermines the core mandate of universities and colleges.

Myth: There's nothing we can do about precarity; this is just the new normal.

Reality: There are many things that we can do to combat rising precarity. Governments can pass labour legislation which sets limits on the use of precarious forms of labour, including provisions which prevent positions being permanently filled with temporary contracts. They can also adopt laws to protect precarious workers, including rules which require equal pay for equal work (rather than allowing employers to offer workers doing the same work different wages based on their permanent status), rules requiring adequate notice of schedules, and restrictions on unpaid work time. They can also prevent employers from escaping their obligations through contracting out or contract flipping.

Myth: We can't afford to do anything about precarity.

Reality: Precarity is a matter of choices. Universities and colleges can choose to prioritize the quality of education, the health and safety of workers and students, and the security and well-being of their employees.

Myth Buster

The elimination of tuition

POST-SECONDARY EDUCATION: OUR TIME TO ACT

Over 80 countries around the world provide some level of free post-secondary education. More than 20 provide free post-secondary education to all their citizens. Yet in Canada, tuition fees are increasing year after year. There's no reason why Canada can't eliminate tuition fees as well. Don't fall for these common arguments as to why we can't have free post-secondary education (PSE) in Canada.

Myth: Free education is a luxury we can't afford.

Reality: In Canada, it is widely accepted that education from kindergarten to Grade 12 is a social and economic necessity that should be publicly funded. So why should education suddenly become a luxury just because a student passes the age of 18, especially in an era where the majority of jobs require some level of PSE? Canada also has plenty of fiscal room to spend more on PSE. The federal government's transfer for PSE is currently only 0.2% of GDP. It's a matter of choice, not affordability.

Myth: Because more children from wealthy families attend PSE, free education subsidizes wealthy kids at the expense of students from low income families.

Reality: One reason children from low income families are less likely to pursue PSE is because they find it challenging to navigate the current complex system of grants, high personal debt loads, and part-time jobs. Eliminating tuition fees makes it easier for students from low income families to go to college or university. Students from higher income families, meanwhile, will pay for the cost of their education through our system of progressive taxation, which, unlike tuition, is actually based on ability to pay.

Myth: If we make education free, we'll end up paying for people taking useless degrees to "pursue their passion."

Reality: Education is about much more than preparing for a career; people should be able to pursue personal development through PSE. But higher education also develops transferable skills in students: they learn to think for themselves, to express themselves, to embrace curiosity, to practice new skills, to work cooperatively and effectively with others. These are skills that will benefit individuals in their communities and in the workplace. In fact, employers have identified the need for these kinds of soft skills as one of the biggest "skills gaps" facing Canada.

Myth: Because graduates make more money, PSE represents an individual benefit that should be paid for by individuals.

Reality: Post-secondary education is not simply a matter of individual benefits. There are social and economic benefits to having a well-educated population. And it's true that on average, post-secondary graduates earn more than high school graduates and the financial benefits of PSE are unevenly distributed. But some post-secondary graduates will end up earning less than high school graduates while still dealing with enormous debt loads. Having graduates pay for the cost of education through their taxes is fairer and more progressive.

Myth: We can't have free tuition in Canada because PSE falls under provincial jurisdiction.

Reality: Health care also falls under provincial jurisdiction and yet we still have a universal medicare program that provides healthcare to all Canadian citizens. Much like with health care, the federal government can work with the provinces and territories to fund PSE without requiring user fees in the form of tuition and other fees.

Mental Health Matters

Accommodate it

Health & Safety at Work Includes Mental Health

Workers need to stay healthy and safe at work to deliver the frontline public services people depend on.



A university which cares about its workers' mental health has:

- > Privacy guarantees for mental health information
- > A Survey of psychosocial hazards in the workplace & an action plan by the Joint Health & Safety Committee
- > Training on identifying psychosocial hazards
- > Workplace critical incident stress prevention and response program
- > Training for mental health first-aid
- > Clear contract language on the duty to accommodate for mental health needs
- > Health benefits which adequately cover visits to mental health professional services, paid time-off for appointments and drug coverage
- > Protected sick leave, short-term disability leave, and long-term disability leave for mental health related issues
- > Collaborative reintegration protocol following an absence

Our university must act now to better support campus workers.

Mental health matters.

Need support?

By phone: Ontario Mental Health Helpline **1-866-531-2600**
First Nations and Inuit Hope for Wellness Help Line: **1-855-242-3310**
For youth – Good2Talk (Post-Secondary students): **1-866-925-5454**
LGBT Youthline: **1-800-268-9688**

In person: On campus

Off-campus

Our union is here for you: