

# Coordinated Bargaining at U of T

# CUPE on Campus

CUPE 1230 • CUPE 2484 • CUPE 3261 • CUPE 3902

## Stronger Together: Coordinated Bargaining Conference

More than 40 leaders from 4 locals and 11 units gathered on May 22, 2026 to coordinate bargaining efforts. This was the second coordinated bargaining conference held by CUPE locals at the University of Toronto, and the first to include CUPE 2484 childcare workers.



This meeting was a key opportunity to unite around our shared interests despite our different job categories, share our bargaining priorities, and map our collective strategy to improve worker conditions across U of T. Your locals are committed to building worker power, achieving critical gains at the bargaining table, and creating long-lasting solidarity!

## AI Bargaining Workshop

On March 4, 2026, **CUPE 1230, 3261, and 3902**, with friends from **USW 1998**, participated in a full-day workshop on U of T's uncritical implementation of AI and its impact on workers, including surveillance, job replacement, privacy, bias, deskilling, and the implications of AI management. Algorithms can't capture the nuance and unquantifiable value of our work, or understand workers' needs. Moreover, AI use may negatively impact student's depth of



## Our Units

**CUPE 1230** represents 400 central library workers across two bargaining units: **Full-Time and Part-Time** and **Student Casual**. Both Collective Agreements (CAs) expire in June.

**CUPE 2484** represents childcare workers and has one unit in bargaining, the **Early Learning Centres**. It has over 40 workers in three locations: OISE, Glen Morris, and UTM; their CA expires in June.

**CUPE 3261** represents seven units with over 1,000 service workers, including veterinary technologists, caretakers, food service workers and more. With three units in bargaining, two CAs expire in June, **Full-Time and Part-Time**, and **Casual**; and one, in December, **89 Chestnut**.

**CUPE 3902** has three units with CAs expiring in December: **Unit 1**, with over 6,000 teaching assistants, course instructors, invigilators, CPOs, and more; **Unit 2** and **Unit 4**, contract academic workers of Victoria University and St. Michael's College. **Unit 5**, postdoctoral researchers, is **already at the table**, its CA expired in December of 2025.

knowledge and critical thinking skills. Still, AI offers opportunities to improve efficiency in repetitive and time-consuming tasks and can be a significantly innovative research tool.

These technologies must be regulated, and your bargaining teams are working on proposals to protect educational integrity and safeguard workers' jobs and data.

## CUPE 1230

In March 2026, Local 1230's Executive Committee and bargaining teams completed bargaining training and strategic planning to set priorities for the coming months. 1230 is entering bargaining with a full and committed set of representatives across the library's many worksites.

The **Student Casual** BC has launched its bargaining survey! We're gathering as much feedback as possible before Spring Convocation. 1230 Student Casuals can fill out the survey [here](#) or follow the QR code.



## CUPE 2484

In May 2026, Local 2484 childcare workers at UofT's **Early Learning Centres** attended a coordinated bargaining presentation and elected bargaining team members. 2484 continues to hold multi-workplace bargaining caucuses to connect, learn about CUPE's structure and resources, and advocate for our unique identities. We've built strong strike mandates upwards of 90% at other recent tables in the local, using these strategic member capacity-building sessions.

To support your ELC bargaining team and ensure your voice is heard, don't forget to fill out your bargaining survey [here](#) or follow the QR code!



## CUPE 3902

The **Unit 1** Bargaining survey has been launched in almost all departments via info sessions, with over 300 surveys already completed. Meanwhile, Bargaining Committee members are going through the CA line-by-line to identify language that needs improvement. On the organizing front, Bargaining Support Committee members are meeting regularly to brainstorm on how to build power and reach U1 members more effectively.

Since being elected in December 2025, the **Unit 5** bargaining committee has been working hard on proposals that address the concerns postdocs raised in bargaining surveys, membership meetings, coffee hours, and conversations with stewards. The Unit 5 BC has already met the employer four times, and is regularly updating the [U5 Proposal Tracker](#) so you can see our tabled proposals and the employer's responses.



In March 2026, **Unit 2** and **Unit 4** elected their BCs, and they have since launched surveys to hear directly from members on their bargaining priorities. Contact your steward to fill out the survey at [leadsteward246@cupe3902.org](mailto:leadsteward246@cupe3902.org)!

## CUPE 3261

Last month, the elected bargaining committee members of the **Full-Time Part-Time, Casual, and 89 Chestnut** units completed strategic planning and bargaining training. They are now preparing their bargaining surveys to identify members' priorities.

3261 is now identifying opportunities for collective action with other locals through community and social events to strengthen our campus coalition. These are efforts to prioritize the mandate given by the membership: coordinating with other locals to build power and win at the table.

*For more, visit [WeAreUofT.com](http://WeAreUofT.com)*

