

# CUPE

for  
Clerical



You Deserve **Better**  
You Deserve **CUPE**

Join your  
coworkers



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## CUPE members at UHN, enjoy superior working conditions, including:

### Annual Wage Increases

CUPE staff negotiate wage increases **every year** to maintain purchasing power:

- 4.75% (Sept. 29/2021),
- 3.5% (Sept. 29/2022),
- 3% (Sept. 29/2023),
- 3% (Sept. 29/2024)

With full retroactivity.

### Paid Sick Leave

No penalty for CUPE staff who are sick more than 5 times in a year--they get paid for all sick days;

### Better Benefits

Unlimited physiotherapy, \$800 mental health, individual benefits for each practitioner;

### Job Security

The best layoff protections in the hospital sector!

### Percentage in-lieu of Benefits

Part-time & casual staff receive 14% percent in lieu of benefits, even if they are enrolled in the pension plan!

### Fairness

Same rules for everyone, eliminating nepotism and favouritism;

### Early Retirement Benefits

Retire early and your benefits continue until age 65 at same cost-split.

## Get the facts

"A union is You and your co-workers, joining together to win the changes you need at work."

## Get in touch!

Want to meet a CUPE organizer in person?

**Sriyanchita Srinivasan,**  
**416 -803 - 4286**



**Sign your  
union card**



## Get the facts

**MYTH:** "You will pay dues and lose more than you gain"

**TRUTH:** CUPE Local 1156 **union dues are 1.75% and are tax-deductible.** Dues are the resources that workers pool together to build strong campaigns and contracts that win improvements to wages, staffing, benefits and working conditions and to save jobs.

Hospital workers have won 14.25% in wage increases from 2021-24, huge increases to shift and weekend premiums, and many other improvements. Dues were the resources they used in their campaigns when the hospitals refused to negotiate real wage increases and tried to take away job protections.

## Next Steps

Once a strong majority of clerical workers sign a membership card, CUPE will apply to the Ontario Labour Relations Board (OLRB). Then, within 1 week, the OLRB will hold a vote.

When the majority of workers who cast ballots vote YES, you will become unionized.

**Union cards and the vote are confidential: your employer never gets to see who signed union cards or how you vote.**

