

# CUPE 3906 Unit 1 - TAs & RAs in lieu

# BARGAINING BULLETIN #2

OCTOBER 28, 2011



## WHAT'S HAPPENED SINCE THE LAST UPDATE?

After six days at the table, your bargaining team is able to report that the negotiations are proceeding well. We have managed to find agreement on a number of issues, and both parties have agreed to another five bargaining dates in the month of November.

The membership sent us into bargaining with three top priorities: wages, benefits and workload. While we have had a productive round of negotiations so far, the two sides remain far apart on the top priority issues given to us by the membership. The outstanding proposals are outlined in more detail below.

As a result, your bargaining team has requested that the province appoint an outside third party (known as a conciliation officer) to help the parties finalize an agreement. We remain committed to continue bargaining through the five dates we have booked, and are hopeful that we'll be able to reach a deal with the Employer.

## WHAT DOES THIS MEAN?

This means that we've reached a standard stage in bargaining where the assistance of an outside third party may be helpful in getting us to a final deal. In the meantime we will continue bargaining in the hopes of reaching an agreement.

This also means that we are at the stage of the process where we will be coming to the membership to seek a mandate in a strike vote. Taking a strike vote doesn't mean that we will be going on strike. It is a natural part of the bargaining process that gives your bargaining team more

strength at the table. It also gives your bargaining team the authority to call a strike only as a matter of last resort.

Over the coming weeks we'll be coming around to departments to speak to members about the process and to answer any questions you might have. There will also be a:

**Special General Membership Meeting**  
**5:30pm on Thursday, November 10th**  
in the **DeGroot School of Business B105**

Your bargaining team will be present to answer your questions about bargaining, and the ballot box for the strike vote will open at the end of the meeting.

Balloting for the strike vote will continue to take place in the **Mills Library Lobby** from **10:00am-5:00pm** on **Friday, November 11th** and **Monday, November 14th**.

## DOES THIS MEAN WE'RE GOING ON STRIKE?

Hopefully not. Given the way that bargaining has progressed so far, your bargaining team is optimistic that with a strong mandate from the membership we will be able to negotiate a good agreement without a strike. At the same time, your bargaining team needs a strong mandate to be able to adequately address the members' top priority issues.

As bargaining progresses we will continue to consult with the membership about the status of negotiations and our next steps.

The chart below outlines the status of proposals from the top priority areas identified by the membership: wages, benefits and workload. There are a number of issues where the parties have reached final agreement, as well as other outstanding issues still being negotiated.

**NOTE:** The Union tabled the last set of proposals. As such, there are a number of proposals listed below that are waiting for a response from the Employer when we sit down again on November 9th.

Outstanding Issue	Union's Last Position (as of Oct 18th)	Employer's Last Position (as of Sept 30th)
Term of Agreement	2 years (expiry in 2013)	5 years (expiry in 2016)
Graduate Wages <i>*see breakout chart</i>	4% and 4% to compensate for increases in tuition fees and cost of living	0% , 0%, 1%, 1%, 2%
Undergraduate Wages <i>*see breakout chart</i>	\$5 increases in each of two years to begin closing the gap between Undergraduate and Graduate TAs	0% , 0%, 1.5%, 1.5%, 2.5%
Tuition Fee Increase Offset	We have withdrawn our proposal and focused this issue into wages	No

CUPE 3906 - UNIT 1 - TAs & RAs (IN LIEU OF TAs)  
WENTWORTH HOUSE B108 - 905.525.9140 x24003  
BARGAINING@CUPE3906.ORG - WWW.CUPE3906.ORG

Outstanding Issue	Union's Last Position (as of Oct 18th)	Employer's Last Position (as of Sept 30th)
5th Year Guarantee	Extend guaranteed TAs to PhD students in their 5th year	No
Guarantee Deferral	Give members the ability to defer their TA guarantee for up to one year	No
Bi-weekly pay	Move to a bi-weekly pay system instead of monthly. Agreed in principle, specifics still outstanding.	Agreed in principle, specifics still outstanding
Lump sum bonus	Reserve on responding	One-time lump sum payment in Sept 2013 of \$250 for graduate members and \$150 for undergraduate members
Benefits Funds	Increase of \$50,000 to the total benefits fund. Agreed to moving \$1500 from TA Day into benefits, but not to moving Union Service fund.	No new money into Benefits Fund. Move money from TA Day, Immigration Lawyer fund and Union Service fund into Benefits Fund over the life of the agreement.
UHIP Rebate Fund	Separate fund of \$51,200 to offset UHIP fees for International members - including money from the fund currently available to hire an immigration lawyer.	No
Dental Plan	Addition of couples plan Employer-subsidized family premium Eligibility at 65 hours instead of 130	No changes to current plan
Paid Parental Leave	Agreed to 17 week top-up to Employment Insurance for Parental Leave. Union proposes 2012 start date.	Agreed to 17 week top-up to Employment Insurance for Parental Leave. Employer proposes 2015 start date.
Payment for Training in the Hours of Work Form	Agreed to Employer's proposal on additional hours. Counter on specifics related to outstanding grievances and the HOW form itself	Additional 3 hours per TAship for required training, not to be re-assigned if training already completed. All outstanding HOW form grievances resolved.
Tutorial & Lab class size	Per student payment for tutorials and labs over 25 students.	Awaiting response
Clarifying process for when TAs reach their allotted hours	Clearer language for process how amend HOW form, get approved for overtime or stop working when hour cap reached.	Awaiting response
Academic Accommodation	Extensions granted for graduate course work due at times of the term with heavy marking loads.	Awaiting response

## OTHER QUESTIONS?

### Drop by our office

Wentworth House B108  
(under The Phoenix)

### Email us

[bargaining@cupe3906.org](mailto:bargaining@cupe3906.org)

### Call us

905-525-9140 ext 24003

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## UNION & EMPLOYER WAGE PROPOSALS

	Year	Union proposal	Value of 130 hour TAship	Employer proposal	Value of 130 hour TAship
Grad rate	current	\$39.40	\$5,122.00	\$39.40	\$5,122.00
	Sept 2011	\$40.98 (4%)	\$5,327.40	\$39.40 (0%)	\$5,122.00
	Sept 2012	\$42.62 (4%)	\$5,540.50	\$39.40 (0%)	\$5,122.00
	Sept 2013	-	-	\$39.79 (1%)	\$5,172.70
	Sept 2014	-	-	\$40.19 (1%)	\$5,224.70
	Sept 2015	-	-	\$41.00 (2%)	\$5,330.00
Undergrad rate	current	\$22.15	\$2,897.50	\$22.15	\$2,987.50
	Sept 2011	\$27.15 (22%)	\$3,529.50	\$22.15 (0%)	\$2,987.50
	Sept 2012	\$32.15 (18%)	\$4,179.50	\$22.15 (0%)	\$2,987.50
	Sept 2013	-	-	\$22.48 (1.5%)	\$2,922.40
	Sept 2014	-	-	\$22.82 (1.5%)	\$2,966.66
	Sept 2015	-	-	\$23.39 (2.5%)	\$3,040.70