

CUPE 3906 Unit 3 - Post Doctoral Fellows

BARGAINING BULLETIN #3

OCTOBER 26, 2011



Hello Unit 3 Members,

This is the third update from the ongoing negotiations between your bargaining team, representing Postdoctoral Fellows, and the Administration of McMaster University.

This past week, your bargaining team met with the employer for our third day of negotiations. We are very pleased with the course of negotiations to date. Our interactions with the employer have been positive, and progressive. We have been able to come to agreement with the employer on multiple proposals and several more are under consideration. Our relationship with the employer continues to grow and we are very hopeful about the remainder of our negotiations. We currently have additional bargaining dates reserved in early and mid December.

There are key areas however, where the two sides remain far apart, including benefits increases, the proposed length of the agreement, guaranteed faculty position interviews for some Postdoctoral Fellows, as well as the two top priorities identified by Postdoctoral Fellows: Wages and our proposed Individual Development Plan (IDP). These key areas are outlined below.

TERM – The employer is currently proposing a five-year agreement, while we are proposing a three-year agreement.

BENEFITS – The employer is proposing an increase in the employer's contribution to dental premiums, up to \$26.50 per month, in the 5th year of their proposed agreement. Your bargaining team has proposed that the employer pay 100% of individual dental premiums or a fixed contribution of \$65 each month toward the cost of family dental coverage. This would take effect in the 3rd and final year of your bargaining team's proposed agreement.

FACULTY POSITION INTERVIEWS – Your bargaining team has proposed that if a full-time faculty position becomes available, a Postdoctoral Fellow with at least two years' experience will be guaranteed an interview. The employer has rejected this proposal.

WAGES – The employer is proposing no wage increase for the first 2 years, followed by a 2% increase to the base salary in years 3 and 4, and a 5% increase to the minimum salary in the 5th and final year of their proposed deal. Your bargaining team is

proposing an immediate wage increase of 5% for all Postdoctoral Fellows. We have taken the position that the employer's proposed increases will not improve wages for Unit 3 members because very few Postdoctoral Fellows make the base wage set out in the current Collective Agreement.

IDP – Your bargaining team remains strongly committed to enshrining the IDP in your Collective Agreement and we have presented this proposal to the employer in multiple sessions of bargaining. The employer agrees with some of the merits of the IDP but will not agree to enshrine the IDP into the Collective Agreement. We are awaiting an alternative proposal from the employer about the IDP, but this pending proposal will not include placing the IDP into the Collective Agreement.

Your team will be working hard throughout the remainder of October and through November to consult with Unit 3 members, consider the employer's proposals, and prepare a response to present to the employer on December 1st. Please contact us by email at bargaining@cupe3906.org if you have any questions or feedback.

Sincerely,
Your Unit 3 Bargaining Team

YOUR BARGAINING TEAM

Elected Team Members:

Sebastian Gurevich, Bridie James, Nick Longaphy, Alex Weber (recording secretary)

Staff Support:

Nancy MacBain, Dave Hauch

Bargaining Support Co-Chairs:

Robert Fuller, Bridie James

OTHER QUESTIONS?

Drop by our office – Wentworth House B108 (under The Phoenix)

Email us – bargaining@cupe3906.org

Call us – 905-525-9140 ext 24003

Visit our website – www.cupe3906.org

Like us on Facebook – www.facebook.com/cupe3906

Follow us on Twitter – www.twitter.com/cupe_3906

CUPE 3906 - UNIT 3 - POST DOCTORAL FELLOWS
WENTWORTH HOUSE B108 - 905.525.9140 x24003
BARGAINING@CUPE3906.ORG - WWW.CUPE3906.ORG