

# CUPE 3906 Unit 1 - TAs & RAs in lieu

# BARGAINING

# BULLETIN #3

NOVEMBER 21, 2011



## WE HAVE A TENTATIVE AGREEMENT!

After thirteen bargaining dates, and a solid mandate from the membership in our recent strike vote, your Bargaining Team was able to reach a tentative agreement with the Employer. Both sides are recommending that the deal be ratified. The process for CUPE 3906 members to vote in the ratification is outlined on the other side of the page.

The membership sent us into bargaining with three top priorities: wages, benefits and workload. This deal is for five years, and the gains in each of the priority areas are laid out below.

### WAGES

#### The First Two Years (Sept 2011 - Aug 2013)

Grad members will receive a \$200 lump sum (equivalent to 1.9%\*) in each of the first two years

Undergrad members will receive a \$150 lump sum (equivalent to 2.6%\*) in each of the first two years

\*assuming 260 hours in a year

#### The Last Three Years (Sept 2013 - Aug 2016)

Year/Group	Approx %	Hourly Rate	Value of 260 hours/year
Current, years 1 & 2			
Grads	-	\$39.40	\$10,244.00
Undergrads	-	\$22.15	\$5,759.00
Sept 1, 2013			
Grads	2.0	\$40.20	\$10,452.00
Undergrads	2.5	\$22.70	\$5,902.00
Sept 1, 2014			
Grads	2.0	\$41.00	\$10,660.00
Undergrads	2.5	\$23.30	\$6,059.00
Sept 1, 2015			
Grads	2.0	\$41.80	\$10,868.00
Undergrads	3.0	\$24.00	\$6,240.00

#### Additional Hours for Training

Beginning January 1, 2012 all TAs will have an additional 3 hours allocated for Health & Safety Training. This isn't a true wage

increase, as it is payment for work done. That said, for members who have already completed their training, these hours cannot be re-allocated, meaning that there will be some extra money in members' pockets over the course of their employment at Mac. These additional hours are valued as follows:

Year	Grads	Undergrads
Jan 2012 - Aug 2013	\$118.20	\$66.45
Sept 2013 - Aug 2014	\$120.60	\$68.10
Sept 2014 - Aug 2015	\$123.00	\$69.90
Sept 2015 - Aug 2016	\$125.40	\$72.00

### BENEFITS

#### General Benefits Fund

This fund is used to pay out Vision Care, UHIP Rebates, Childcare and Hardship Fund Claims. Increases in the fund will allow us to expand the coverage in those areas listed above, as directed by the membership in the coming months.

Year	Amount in fund	Notes
Prior to expiry	\$150,000	
Sept 1, 2011	\$152,700	Moving funds provided for TAs and Immigration Lawyer
Sept 1, 2012	\$182,700	Additional \$30,000
Sept 1, 2013	\$182,700	
Sept 1, 2014	\$182,700	
Sept 1, 2015	\$202,700	Additional \$20,000

#### Family Dental:

Effective on ratification the Employer will provide \$12,000 for the union to disperse among those paying Family Dental rates for the purposes of offsetting the costs of the Family Dental Plan.

*NOTE: These funds have been moved from the Union Service fund previously supplied by the Employer to help cover Executive Honouraria.*

#### Paid Parental Leave Top-up:

Supplementary benefits, modeled after existing Pregnancy Leave

top-up provisions, will be available to members taking Parental Leave. This provision is effective September 1, 2013.

## **WORKLOAD**

### **Guarantee Deferral**

TAs may defer up to one term of their guarantee. Such deferral could be used to focus on comps, take additional family leave, or other uses at the determination of the member.

### **Academic Accommodation**

If academic work will suffer due to TA workload, members can request an extension from their employment supervisor, which cannot unreasonably be denied.

### **Clearer language around Additional Hours**

Much clearer language outlining the process to follow if a member reaches the cap for his/her TA hours. Clear understanding that people cannot be expected to perform work beyond their allotted hours.

### **Additional hours for Health & Safety Training**

As outlined in the Wages section.

## **OTHER GAINS**

### **Minimum TAship Hours**

No TAship can be created for less than 32 hours (plus 3 additional hours for training).

### **Settlement of outstanding Health & Safety Training grievances**

We have a settlement for 8 grievances around Health & Safety Training, including a \$3000 fund to compensate members who signed onto the related group grievances.

### **Printing Costs**

No employee will be expected to pay out-of-pocket for TA-related printing. Work-related printing also cannot be taken from a TA's student-printing-allocation in the department.

### **Bi-Weekly Pay**

The parties have agreed to work towards a bi-weekly pay system, with Union involvement in the transition process.

### **Appended Forms**

Agreement on minimum standards for Hours of Work and Posting Forms, both of which are now appended to the Collective Agreement.

### **No concessions on Hours of Work Forms**

The Union has maintained the right to get copies of all forms, despite Employer attempts to make the form an "internal document."

### **Electronic Monitoring & Tech Change**

Letters of Understanding confirming ongoing discussions around the issues of Electronic Monitoring and Tech Change

### **Letters of Understanding**

A number of Letters of Understanding have been moved into the body of the agreement.

## **Employee Evaluations**

No more than two evaluations per assignment, and 36 hours notice required before a formal evaluation can take place.

## **Discipline Process**

Clearer language outlining the progressive discipline process.

## **Probationary Period**

No change to probationary period, despite Employer attempts to increase it from 1 month to 2.

## **Health & Safety**

Payment for required immunizations and a requirement to disclose room capacities when requested.

## **RATIFICATION VOTE PROCESS**

The ratification process begins at a Special General Membership Meeting on Monday November 21 at 5:30pm in BSB 137. Voting will open at the close of the meeting.

Voting will continue:

**Tuesday, November 22nd**

from **10:00am-5:00pm**

in **MUSC** (at the entrance across from Mills Library)

and

**Wednesday, November 23rd**

from **10:00am-5:00pm**

in **Mills Library Lobby**

We will also be holding two information sessions to answer any questions that members might have about the new deal. These sessions will take place:

**Tuesday, November 22nd & Wednesday, November 23rd**

from **Noon - 1:30pm**

in **The Wentworth Lounge** (beside The Phoenix)

Light snacks will be provided

## **Who can vote?**

To be able to vote you need to be:

- working as a TA or RA-in-lieu in this term
- have worked as a TA or RA-in-lieu in either the Winter or Summer terms
- have a contract-in-hand for a TA or RA-in-lieu position in the upcoming term

## **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

**Visit our website:** [www.cupe3906.org](http://www.cupe3906.org)

**A huge thanks to everyone who assisted with the Bargaining process by volunteering to sit on the bargaining team, helping out with bargaining support or coming out to vote in the strike vote. Your support has made this process possible.**