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**CUPE 3906, Unit 2**

**Sessional Faculty and Hourly-Rated Sessional Music Faculty**

Wednesday, October 2, 2013

After several months of bargaining, your Unit 2 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 last page of this document.

The membership sent the Bargaining Team in with three priorities: wages, benefits and job security.

**Term**

The term of the deal is for 4 years and 4 months. This moves the expiration date from April 30 to August 31. The new agreement will expire on August 31, 2017.

**Wages**

0% wage increase in the first two years, but there will be Lump Sum payments of \$200.00 per member in each of the terms of the first two years (Fall 2013, Winter 2014, Spring-Summer 2014, Fall 2014, and Winter 2015), so long as the member is holding an appointment during that term.

**For Sessional Faculty:**

In year 3, the current two-tier wage grid was collapsed, and moved to the higher rate. This amounts to a 6.45% wage increase for those who were at the lower rate (ie/ those who have taught less than 18 units of seniority). For those with 18 or more units of seniority, this amounts to a wage increase of 0.35%.

In year 4, there is a 1.4% wage increase, and in year 5, there is .34% wage increase designed to capture only the first 4 months of that year.

**For Hourly Rated Sessional Music Faculty:**

In year 3, there is a 0.38 % wage increase, there is 1.64 % wage increase in year 4, and in year 5, there is a 0.25% increase, designed to capture only the first 4 months of that year.

### **Benefits**

Union Expense Fund will increase equivalent to a 6 Unit course (\$14,100.00 by the last year).

The Professional Development Fund will remain at \$30,000 per year.

Health Benefit Fund will remain at \$50,000.00 and will increase to \$60,000 on May 1, 2017.

#### **\*\*New – Dental\*\***

Effective May 1, 2016 the Employer will contribute \$62,000.00 towards premiums for a dental plan and agree to make deduction and remit the premium

### **Job Security**

Gains were made for First Consideration Appointments and there is a new Enhanced First Consideration Appointment, effective in 2015.

#### **Enhanced First Consideration**

In the event an employee has completed a Standard First Consideration with respect to a course and is subsequently appointed to, and completes, the next offering of the same course (when offered as a bargaining unit Appointment), regardless of the number of Sections of that course, and provided that they are appointed via a single competitive posting process, the employee will be offered the next three appointments.

The Employer at its discretion may extend standard or Enhanced First Consideration Appointments.

#### **Teaching Experience for PhD Students**

The total amount of the appointments will not exceed 11% of the total number of course sections held by bargaining Unit members in that Faculty in the previous academic year.

Appointments provided under this provision will not be eligible for a First Consideration Appointment.

Guaranteed First Consideration Appointments offerings cannot be affected by a PhD appointment.

The above provisions are effective in 2015.

### **Definitions**

Expanded the definition of “immediate family” to include step-children and grandchildren and moved it the definition section from Article 18, Leaves.

### **Postings**

Jobs will be posted online on a website managed by the Employer. Notification when the position is filled will be posted on the website.

Gains made in closing the posting period. The Employer will endeavour to post between March 1 and July 31.

### **Ratification Vote Information**

At the end of any round of collective bargaining, the agreement that is arrived at needs to be ratified by both parties. For the Union that means that all members are eligible to vote on a final agreement. For the Employer the University's Board of Governors vote to ratify.

At CUPE 3906, the ratification process for members of Unit 2 begins at a **Special General Membership Meeting (SGMM)** on **Wednesday, October 2, at 5:00 pm.**

The meeting will take place in MDCL 3020

Voting will open at the close of the meeting.

Voting will continue:

**Thursday, October 3, 2013**

**From 10:00 am – 5:00 pm**

In the entrance of Mills Library Lobby

### **Who Can Vote?**

To be able to vote you need to be:

- Currently working as a Unit 2 member
- Have a contract-in-hand for a future Sessional Faculty or Hourly-Rated Sessional Music Faculty Appointment ( a copy of the appointment letter would be required as proof of the Appointment)
- A Sessional Faculty or Hourly-Rated Sessional Music Faculty that has held an appointment in the last 8 months

### **What do you need to bring?**

To be able to vote you will need to bring:

- A piece of photo ID
- If you aren't currently working as a Sessional Faculty or Hourly-Rated Sessional Music Faculty you will need to bring supporting documentation of your employment at McMaster

**Your Elected Bargaining Team:**

Barb Bloemhof (Economics), Alexei Gulenco (School of the Arts), Joel Hilchey (Engineering), Derek Hrynyshyn (Labour Studies), Rebecca Collins-Nelsen (Sociology), Binoy Prasad (Peace Studies), and Blake McCall (President, CUPE 3906)

**Staff Support:**

Nancy MacBain and Brad Walchuk

**Other Questions?**

Drop by the CUPE 3906 office, located in Kenneth Taylor Hall B111

**Call us**

905-525-9140 x 24003

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