

JULY 28, 2016

# CUPE LOCAL 3906 UNIT 1 BARGAINING UPDATE #1

**CUPE 3906** / Canadian Union  
of Public Employees

## Bargaining Update

The Union met with the Employer on Monday July 25 and Wednesday July 27 in an effort to make a #BetterMac for TAs and RAs. We have additional dates scheduled for late August and throughout September.

Based on surveys and the proposals document ratified in April, your Union is looking to make a #BetterMac in a variety of areas, most notably in the following three:

- 1) Funding (wages, 5<sup>th</sup> year guarantee, tuition increase protection)
- 2) Increased Benefits
- 3) Mental Health Support for TAs and RAs in lieu

## For More Information

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## Bargaining Thus Far....

The chart on the back of this page shows the current language, the proposal made by the Union, and the Employer's response. As you can see, the Employer is not committing to making a #BetterMac. In fact, ***they are proposing to fundamentally alter the concept of the graduate student employment guarantee!***

The Employer is proposing a package built upon 'administrative ease' by making precarious work even more precarious through weakening the graduate employment guarantee and proposing changes to the dental plan that are sure to result in increased costs to members.

Overall, we feel that limited progress has been made, and the Employer needs to address our key priorities and ensure that graduate student employment guarantee continues to operate.

# CUPE LOCAL 3906 UNIT 1 BARGAINING BULLETIN #1

Our unions' proposals are reasonable, and seek to provide important improvements to your working conditions, access to mental health and other benefits, and your overall funding package.

<b>ISSUE</b>	<b>Current Language</b>	<b>Union Proposal</b>	<b>Employer Proposal</b>
<b>TA Guarantee (PhD students)</b>	4 years	5 years	No automatic guarantee. Move from guarantee to year-by-year appointment
<b>TA Guarantee (Master's Students)</b>	Duration of Program	Status Quo: Guarantee for duration of program	No automatic guarantee. Move from guarantee to year-by-year appointment
<b>Dental Plan</b>	Employer administered plan and pays \$26.75/mth per person	Status quo with increased contributions from Employer	For administrative ease, Employer unwilling to administer dental plan
<b>Wages</b>	Graduates: \$41.80/hr  Undergraduates: \$24.00/hr	Increases of:  Graduates: \$1.46, \$1.51 and \$1.56  Undergrads: \$1.80, \$1.94 and \$2.08  *per hour (over three years)*	Increases of:  Graduates: \$0.31, \$0.32 and \$0.25  Undergrads: \$0.18, \$0.18 and \$0.14  *per hour (over three years)*
<b>Mental Health Support</b>	None, except in instances of workplace violence	Full access to the Employee Family Assistance Plan (enjoyed by most other employees)	Awaiting Response
<b>TA Support Fund (for emergency situations)</b>	\$0	\$60,000.00 per year	\$0
<b>Tuition Rebate</b>	None	Dollar-for-dollar rebate fixed to tuition increases	\$0
<b>Academic Freedom</b>	None	Extends to research, teaching, and public comment	Academic Freedom does not extend to TAs
<b>Health Spending Account/UHIP Rebate/Child Care Reimbursement</b>	\$202,700.00/yr	\$250,000.00 in 2016, up to \$300,000.00 in 2018	No new dedicated money for Health Spending Account/UHIP