

CUPE 3906 Unit 3 - Post Doctoral Fellows

BARGAINING BULLETIN #2

AUGUST 31, 2011



WHAT'S BEEN HAPPENING?

Your bargaining team and the staff have been working very hard on your behalf in the two months since our Special General Membership Meeting. We have taken your priorities to the employer; we have also received a number of proposals in response. This is a short update to let you know what proposals we have on the table in front of the administration and the kinds of priorities that the employer has made clear at the bargaining table.

In August we first met with the employer to exchange packages. Since that time, we have each passed a full contract proposal across the table. Our most recent meeting took place on August 15th. We have dates scheduled to continue negotiations on October 19th and 20th, as well December 1st.

The process to this point have been positive. There have been agreements on both sides of the table and we have also taken on the task of composing new language based on suggestions and input received at the table.

Here are just a few of the highlights:

Your Priorities

- An individual development plan (mentorship program) for each Postdoctoral Fellow constructed with their supervisor.
- Guaranteed interviews for Postdoctoral Fellows applying for open faculty positions.
- A 5% wage increase for all Postdoctoral Fellows.

The Employers Proposals

- An increase of the Postdoctoral probationary period from 3 months to 6 months.
- An increase to the employer's dental contribution by 10% in the final year of their 5 year proposal.
- An immediate switch to the Rx05 drug formulary for prescription drugs.

Rx05

In particular, your bargaining team is looking for information regarding the employer's request that we switch to this new Rx05 prescription drug formulary, which will require that Postdoctoral Fellows be forced to substitute generic drugs for brand-name equivalents. If your doctor

does not allow substitutions you will have to pay the difference in cost. Although rare, there are special exemptions available.

We are looking to hear from members who require brand-name prescriptions to get your input on the changes that would be implemented by this proposal. If you have information or experiences that may be helpful please email bargaining@cupe3906.org or drop by our office in Wentworth House B108 (under The Phoenix).

HOW CAN YOU LEARN MORE?

Members of the bargaining support team will be dropping by offices and talking to post-docs over the next few weeks. They will be able to answer general questions about the bargaining process.

We will also be holding a drop-in session with free wings and nachos:

Sept 15th - 12:00-2:00

Wentworth Lounge (beside The Phoenix)

We hope to see you there!

YOUR BARGAINING TEAM

Elected Team Members:

Jonathan Bernier, Sebastian Gurevich, Nick Longaphy,
Alex Weber (recording secretary)

Staff Support:

Nancy MacBain, Dave Hauch

Bargaining Support Co-Chairs:

Jonathan Bernier, Robert Fuller

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

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