

# CUPE 3906 Unit 3 - Post Doctoral Fellows

# BARGAINING BULLETIN #4

FEBRUARY 6, 2012



Your Bargaining team met with the Employer on December 14th and 15th for 2 full days of bargaining. The parties left late into the evening on the 15th, unable to achieve a deal. While the tone of negotiations was good, there remain 3 major areas which separate the Union and the Employer. These areas are benefits, wages and the length of the agreement.

## BENEFITS

The employer is proposing an increase in the employer's contribution to dental premiums, up to \$30.00 per month, in the 3rd year of their proposed agreement. The Union continues to make a Benefits Fund for PDFs with less than a 1 year contract a priority. The monies to establish this fund would be the cost savings from the drug formulary plan. The Employers response has been no to this proposal. The Employer has also proposed changes to the SUB plan would make it more difficult to access the benefit.

## WAGES

The employer is proposing no wage increase for the first 2 years, followed by a 5% increase to the minimum salary in year 3 and a 2% increase in years 4 and 5 to the minimum salary. Your bargaining team 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 minimum wage set out in the current Collective Agreement. The Employer has proposed at date of ratification a one-time lump sum payment amount of \$450.00 and on the on the first anniversary of the date of ratification, to employees that are employed a one-time lump sum payment amount of \$500.00. There are no lump sum payments offered in years 3, 4 or 5 of the agreement.

## LENGTH OF THE AGREEMENT

In our last update the Union identified the length of the agreement as an issue. The employer is currently proposing a 5 year agreement, while we are proposing a 3 year agreement. The Union agreed to move to a 5 year deal, as long as there were wage increases in each year of the agreement. The Employer is only offering monetary increases in the first 2 years of the agreement.

In early January, the Union proposed a deal to the Employer that illustrated where we saw a deal in both a 3 and 5 year framework. The Employer responded last week with a package that did not address the needs the Union had expressed. The positions of both parties, as they currently stand, are outlined in the table below. As an illustration of how close we are, the parties are only \$550 apart when it comes to wages in a 3 year deal.

## WHAT CAN I DO TO HELP?

We will meet with the Employer on the 13th of February to try and reach a deal. In the meantime we need members to:

- Attend the **Drop-in Session** on **February 8th** from **noon-2pm** in **Wentworth Lounge** (free food will be served)
- Speak to your supervisor and ask them to tell the University that we want a deal that can finish bargaining so that everyone can focus on their research.
- visit [www.SupportMacPostDocs.com](http://www.SupportMacPostDocs.com) to send a message to the University telling them to reach a fair deal that will avoid any bargaining conflict. Tell your friends and colleagues to do the same.

Each year runs from August 28th until August 27th of the subsequent year.	Year 1 (2011-2012)	Year 2 (2012-2013)	Year 3 (2013-2014)	Year 4 (2014-2015)	Year 5 (2015-2016)
<b>Lump Sum Payment Amount</b>					
Union Proposal	\$450	\$500	\$550	*	*
Employer Proposal	\$450	\$500	\$0	\$0	\$0
<b>Increase to Minimum Pay Rate</b>					
Union Proposal	0%	0%	5%	*	*
Employer Proposal	0%	0%	5%	2%	2%
<b>Dental Contribution (paid by Employer)</b>					
Union Proposal	\$25	\$25	\$30	*	*
Employer Proposal	\$25	\$25	\$30	\$30	\$30
<b>Fund to offset Family Dental Premiums</b>					
Union Proposal	\$0	\$0	\$2,500	*	*
Employer Proposal	\$0	\$0	\$0	\$0	\$0
<b>Fund for benefits for PostDocs with Less than 1 year</b>					
Union Proposal	\$0	\$0	\$2,500	*	*
Employer Proposal	\$0	\$0	\$0	\$0	\$0

\* The Union has made clear to the Employer that we would be willing to settle in a 5 year framework if they would be willing to address the outstanding financial issues in the last 2 years. To date they have been unwilling to do so.

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