

CUPE 3906 Unit 3 - Post Doctoral Fellows

BARGAINING BULLETIN #5

FEBRUARY 28, 2012



After several months of bargaining, your Unit 3 Bargaining Team has reached a tentative agreement with the Employer. Both sides are recommending that this deal be ratified. The next stage in this process is a ratification vote on this tentative agreement, which is outlined on the back of this bulletin.

The membership sent the bargaining team in with 3 top priorities: wages, benefits and professional development. The term of the deal is for five years, and the gains in each of the priority areas are outlined below.

WAGES

The Base Rate

0% increase to the base rate in the first two years. In the last 3 years, a 5% increase in the 3rd year and 2% increase in the 4th and 5th years.

Lump Sum Payouts

Each Employee who is employed on the date of ratification will receive a lump sum payout of \$400.00. In each subsequent year of the deal, on the anniversary of the ratification if you are employed as a Postdoctoral Fellow you will receive another \$400.00 lump sum payout.

BENEFITS

Pregnancy Benefits

Improved access to pregnancy leave benefits.

Dental

Effective September 1, 2013 to August 31, 2016 inclusive, the Employer will provide a fixed contribution of \$30.00 per month.

Family Dental

Effective September 1, 2012, the Employer will contribute \$2,000.00 per year towards the premiums of employees who choose family coverage.

Vacation Entitlement (effective September 1, 2015)

The following increase in vacation days will take effect:

- *1 or more but less than 3 years of service* – 20 business days (previously, 1 year but less than 2, 15 days)
- *3 years of service or more* – 25 business days (previously 20 days)

PROFESSIONAL DEVELOPMENT

The Union and the Employer agree to meet and work on a developing Career and Professional Development Plan which will include, but not be limited to developing a resume; developing interview skills; exploring career options; exploring training and education options; creating career development plans; career marketing; conducting occupational assessments; building networks; and developing job search techniques.

JOB SECURITY

When a PDF applies for a full-time faculty position and does not get hired, the employee, at his/her written request, will be granted a meeting with a member of the selection committee to discuss his/her job application provided they that they have been employed for 2 years. Previously, 3 years of service was required to request this meeting.

OTHER

Notice when a reduction is announced

Election to Leave Where Reduction Announced with less than 1 year's service, notice, or pay in lieu, is increased from 1 week to 2 weeks.

Other Leaves

We have provided a detailed breakdown of both pregnancy and parental leave language to increase clarity.

Health and Safety

We have increased our representation on Health and Safety committees.

The Employer will be required to cover the cost of immunizations and will be required to disclose classroom capacities when requested.

Postings and Appointments

In instances when employees are hired without a posting the employer will complete a direct hire form.

The amount of information that the Employer is required to provide to Postdocs on Appointment Letters has been increased.

Definition of full time work

That a PDF working 35 hours per week is considered to be full-time employee.



YOUR BARGAINING TEAM

Elected Team Members:

Bridie James, Afeez Hazzan Nick Longaphy, David Montiel, Alex Weber (Recording Secretary)

Staff Support:

Nancy MacBain, Dave Hauch

Bargaining Support Co-Chairs:

Robert Fuller, Bridie James

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

Like us on Facebook

www.facebook.com/cupe3906

Follow us on Twitter

www.twitter.com/cupe_3906

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 the final agreement. For the Employer the University's Board of Governors votes to ratify.

At CUPE 3906, The ratification process for members of Unit 3 begins at a

Special General Membership meeting (SGMM) on Tuesday, February 28th

at 5:00 pm

in **MUMC 1A5** (Hospital Building, beside William's).

Voting will open at the close of the meeting.

Voting will continue:

Wednesday, February 29, 2012

from 10:00am-5:00pm

in the entrance to **Thode Library**.

WHO CAN VOTE?

To be able to vote you need to be:

- Currently working as a Postdoctoral Fellow
- Have a contract-in-hand for a future PDF position – a copy of the letter would be required as proof of the appointment.

WHAT DO YOU NEED TO BRING?

To be able to vote you will need to bring:

- a piece of photo ID
- if you are not currently a Postdoctoral Fellow, but have an upcoming appointment, you will need to bring supporting documentation

