

Unit 2 Bargaining Bulletin #1 – July 2017

Your Union's elected bargaining team and staff met with the Employer on July 19th and 20th in an effort to make a #BetterMac for Sessional Faculty and Hourly Rated Sessional Music Faculty.

We have an additional 8 dates scheduled mid-August.

Based on surveys and the proposals document ratified in June, your Union pursuing improvements for Sessionals in a variety of areas, including:

- Wages
- Job Security, Course Evaluations, and Workload
- Benefits (Health, Dental, Professional Development)
- Pension Access

For More Information

Email: staff@cupe3906.org

Web: <http://cupe3906.org>

Twitter: @cupe_3906 #BetterMac

Phone: 905-525-9140 x24852

Office: KTH B111



Progress at the Table...

After our first two days at the bargaining table, we can say that progress appears to have been made on issues such as our anti-harassment clause, the grievance process, and on coaching/discipline/discharge.

The parties tend to begin with more straightforward articles before addressing the more substantive ones later in the process. At our bargaining dates in August, we'll bargain over issues such as workload, benefits, job security, pension and wages.

The chart on the back of this page shows the current language, the proposal made by the Union, and the Employer's proposal. **As you can see, the Employer has not yet committed to strengthening our job security and workload provisions, and is in fact seeking to roll them back.**

We know that addressing these issues in a meaningful way is necessary to create a #BetterMac for Sessionals and their students!

Bargaining at a Glance

Issue	Current Language	Union Proposal	Employer Proposal
Job Security (First Consideration Appointments)	Compete twice, receive 2 automatic appts. Compete once more, receive 3 automatic appts.	Compete once, receive continuous appts going forward, subject to remaining qualified	No additional job security. Have proposed multiple ways to end a member's access to first consideration appt
Job Security (Student Evaluations)	No real protection for members	Language to ensure that student evaluations do not adversely impact members from securing work	No language
Workload (Supplemental Fee for Large Class Size +75)	\$5.75 per student over 75 for a 3.0 unit course (\$1.75/unit)	\$7.50 per student over 75 for a 3.0 unit course (\$2.50/unit) by year 2 of contract	Has proposed to eliminate additional supplement. Offering 1% wage increase in lieu
Workload (Pre-Contract Work)	No language	Payment of approx. \$1500 for the first time a member teaches the course to reflect additional workload	No proposals to reflect additional workload for when the first time a member teaches a course
Professional Development Fund	\$30,000 per year (shared amongst all members)	\$36,000 per year in year 1 of contract, \$40,000 per year in year 2 of contract	No additional funds
Pension Access	No access to a workplace pension	Forthcoming language to provide access to a workplace pension with Employer contributions	No proposals on Employer contributions to a workplace pension
Wages (Sessional Faculty)	\$7050 for 3.0 units	Year 1: \$8000 (current wage at Laurier) Year 2: \$8264	Increases to account for anticipated new statutory minimums and 1% increase in year 2 based on the elimination of class size stipends
Wages (Hourly Rated Sessional Music Faculty)	\$62.25/hour	Year 1: \$70.64/hr Year 2: \$72.97/hr	

**GET INVOLVED IN YOUR CONTRACT NEGOTIATIONS! Contact Amarjeet at akc@cupe3906.org or 416.856.9587 for more details!
Let's build a #BetterMac together!**