

Unit 2 Bargaining Bulletin #2 – August 2017

Your Union's elected bargaining team and staff met with the University's negotiators over 8 days between Aug 14 and Aug 24, after our first two meetings on July 19th and 20th .

Our goal, as always, is to make a #BetterMac for Sessional Faculty and Hourly Rated Music Sessional Faculty. From our surveys and ongoing conversations with members, we know that a #BetterMac means:

- Significantly improved job security through strengthened First Consideration rights
- Fair pay that reflects our important teaching contributions
- Access to meaningful benefits (Health, Dental, Professional Development)
- Protection from arbitrary and unreliable Anonymous Student Evaluations

At present, the Employer does not seem interested in making meaningful improvements in these areas. They have tabled a "Settlement Offer" early in the process that provides little to no improvement to your working conditions at McMaster.



— Let's build a better Mac! —

CUPE 3906

Progress at the Table...

Your union has secured a number of improvements already, including paid domestic violence leave and better pregnancy and parental leave. Much remains to be bargained, however. This includes addressing our key priorities, most notably strengthened job security provisions (referred to as First Consideration Appointments).

Particularly worrying, then, is that the Employer's Settlement Offer contains no substantial improvements to First Consideration language. This proposal envisions a precarious workforce that routinely has to re-apply for work, despite years of teaching excellence. They also prefer compensation for Sessionals that is *significantly* lower than other universities in Southern Ontario, such as the University of Guelph and Wilfred Laurier University despite McMaster's status as a world-class institution for teaching excellence.

Your union has provided a fair and reasonable counter offer (see reverse for details), but the Employer is unwilling to offer increased job security, a fair wage increase model, protection from unfair evaluations, and accessible benefits. The parties will take a short recess as the new academic year begins and we will be back at the table in mid-September.

For More Information

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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 6 appts going forward, subject to remaining qualified. Compete once more, receive 6 automatic appts.	No additional job security.
Job Security (Student Evaluations)	No real protection for members against hiring decisions made through consideration of anonymous student evaluations.	Language to ensure that student evaluations do not adversely impact members from securing work	No changes to current language.
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
Wages (Sessional Faculty)	\$7050 for 3.0 Units	Year 1: \$8000 (Note: this is the <u>current</u> wage at WLU) Year 2: \$8264	Less than 0.5% increase plus legislated increases
Wages (Hourly-Rated Sessional Music Faculty)	\$62.25/hour	Year 1: \$70.64/hr Year 2: 72.97/hr	\$69.13/hr by September 2019 (including legislated increases and <u>elimination</u> of travel coverage rights)
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 in year 1, \$33,000 in year 2, and \$36,000 in proposed year 3
Dental Benefits	Lump sum payment to establish a dental plan on par with the other Units (TAVRAs and Postdocs)	Per member dental contributions on par with Postdocs to make plan more affordable to members (approx. \$50/year single and \$612/year family)	Status quo, amounting to member-paid premium costs of approx. \$312/year (single) and \$1100/year (family)

If you are a Sessional Faculty member, GET INVOLVED in the negotiation process! We need to keep talking with our colleagues about the Employer's offer, and how we will respond by mobilizing.

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