

Unit 2 Bargaining Bulletin #3 – October 2017

The fall has not been as productive as we had hoped on the bargaining front. In fact, we're frankly disappointed with the Employer's most recent proposals. The reality is that **the Employer has not been willing to address any of your major priorities** – strengthened job security, fair wages, workload issues, and improved benefits – in any meaningful way. We have seen no real movement from the Employer over our four bargaining days in the fall and they've shown no commitment to making a #BetterMac for Sessional Faculty and Hourly-Rated Music Sessional Faculty.

As you likely have heard by now, your elected bargaining team has called a **strike vote for October 24 to 27**.

More details on this process are available at www.bettermac.ca



— Let's build a better Mac! —

CUPE 3906

Progress at the Table...

In the summer, your union secured a number of improvements, including paid domestic violence leave, increased pregnancy and parental leave, and increased course cancellation fees...but the Employer has been unwilling to improve wages, job security, the dental plan, or address any workload issues.

We remain committed to seeking a negotiated settlement at the table, but that settlement must address Sessionals' vision of a #BetterMac that recognizes your fundamental contributions to this University.

Your peers at the Bargaining Table are now in a position where they need **your help** to make sure the Employer hears our message.

Vote "yes" in the upcoming strike vote and stand up for dignity and respect for you and your colleagues.

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 twice, receive 6 appts going forward, subject to remaining qualified. Compete once more, receive 6 automatic appts.	No additional job security.
Workload (New Course Development)	No language	Payment of \$1000 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
Workload (Supplemental Fees for courses with 75+ students)	\$1.92 per student per unit (i.e. \$5.75 per student in a 3.0 unit course)	\$2.25 per student per unit (i.e. \$6.75 per student in a 3.0 unit course)	\$2.00 per student per unit (i.e. \$6.00 per student in a 3.0 unit course)
Wages (Sessional Faculty)	\$7050 for 3.0 units (base/minimum rate)	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)
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 TAs/RAs to make plan more affordable to members (approx. \$115/year single and \$515/year family)	Status quo, amounting to member-paid premium costs of approx. \$312/year (single) and \$1100/year (family)

Would you like to assist in the strike vote?

Contact Amarjeet at akc@cupe3906.org or at [416-856-9587](tel:416-856-9587) for more details.

**The Employer suggests that they are offering an increase of nearly 8%, BUT this includes a 2% provincially mandated increase to holiday pay (for some employees) in 2 of the 3 years (4% in total) and also includes provincially mandated severance pay (calculated by Employer at 2.9%). This amounts to an 'increase' of less than 0.5%! There is also a 1% increase to employee mandated CPP payments as of 2018, so this is far from a true wage increase