

CUPE 3906 Unit 1 - TAs & RAs in lieu

BARGAINING

BULLETIN #1

SEPTEMBER 6, 2011



WHAT'S HAPPENED SO FAR?

On August 31st the collective agreement for Teaching Assistants and Research Assistants (in lieu of a TAship) expired, and your elected bargaining team has spent the last year preparing to negotiate a new agreement. As we go through the bargaining process the expired agreement will continue to operate; if you need a copy you can find it on our website at www.cupe3906.org.

Your bargaining team has entered negotiations with a set of priorities (outlined below) that came from extensive consultations with the membership over the course of the last year. The priorities were developed:

- through a survey sent to the entire membership. The survey received an unprecedented response rate from departments across campus.
- through a series of consultation meetings held across campus.
- through examining grievances and other issues that have arisen over the course of the last contract.
- The final priorities document was overwhelmingly approved by the membership at a General Membership Meeting.

The priorities approved by the membership were used to develop a package of proposals which we presented to the University (the Employer). On July 28th your bargaining team sat down for the first time with the Employer to begin negotiations for a new collective agreement.

Since July we have met with the employer 5 times, and have been making significant progress. While both sides have been able to agree to a number of things, we still have a ways to go in addressing the priorities listed below. We have one additional date in October and a series of dates set in November to continue bargaining. In the meantime your bargaining team and bargaining support team will be spending the next couple months talking to the membership to make sure everyone is up to speed with what's happening in bargaining.

WHAT ARE THE PRIORITIES?

Here are some of the priorities that were approved by the membership:

- Addressing workload and overwork
- Benefits improvements (Dental, Vision, UHIP, etc...)
- 5th year guarantee for PhD students
- Wage increase
- Undergraduate/Graduate wage parity
- Tuition increase relief
- Protections against electronic monitoring
- Accommodation for conflicts between academic and TA responsibilities
- Ability to defer TA guarantees for up to one year
- Right of first refusal to courses previously assigned

- No out-of-pocket expenses for TA work, including printing
- Paid parental leave
- Access to teaching-related training

HOW CAN I LEARN MORE?

Over the next few months your union local will be holding a number of events and meetings to chat with current and new members about bargaining. We are unable to book rooms until the first week of classes, so we will be publishing dates and locations for the upcoming meetings as soon as they are available. In the meantime we do have a location for the one event outlined below.

We encourage all members to get involved and keep informed about what is happening in bargaining. In order to properly represent you at the negotiating table, we need to hear from you!

Wing & Nacho Bargaining Drop-in

Oct 3rd - 4-6pm

Wentworth Lounge (beside The Phoenix)

Drop by for free wings, nachos and updates about bargaining!

Reimbursement for child care is available on request.

HOW CAN I GET INVOLVED?

We're always looking for members to join the Bargaining Support Team. The time commitment is flexible, and there's always work to be done. If you're interested in joining please email u1bargsupport@cupe3906.org.

YOUR BARGAINING TEAM

Elected Team Members:

Tony Gracey, Angela Harrison (recording secretary), Afeez Hazzan, Blake McCall, Daniel Opperwall, Meaghan Ross, Rebecca Strung, PhebeAnn Wolframe, Diana Zawadzki

Staff Support:

Dave Hauch, Nancy MacBain

Bargaining Support Co-Chairs:

Bridie James, Blake McCall

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

**CUPE 3906 - UNIT 1 - TAs & RAs (IN LIEU OF TAs)
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