

Dear Postdoctoral Fellow,

Welcome to CUPE Local 3906! We are the Union that represents you as a Postdoctoral Fellow employed at McMaster. In addition to Postdocs, we also represent Teaching Assistants and Research Assistants (in lieu) (Unit 1) and Sessional Faculty (Unit 2).

As a CUPE Local 3906 Unit 3 member, you are covered by a legally binding, collectively negotiated document called a Collective Agreement: <https://cupe3906.org/postdocs-unit-3/collective-agreement-unit-3/>. This agreement is negotiated by your fellow Postdocs, and it outlines your rights and entitlements as an employee, including wages, benefits, working conditions, and protections against harassment and discrimination. It also covers the various obligations that McMaster has, such as providing you access to appropriate workspace, materials and the equipment necessary for the performance of your work duties and a meeting to describe the work to be done, details about the nature of your duties and deliverables, deadlines, the scheduling of meetings, and mentorship responsibilities, among others.

To learn more about your benefits, please access the following links:

- **Comprehensive Sun Life health and dental benefits plan, effective September 1, 2023** - <https://cupe3906.org/files/2023/06/Postdoc-Health-and-Dental-Plan-Summary-Chart.pdf>
- **Professional Development Fund**, which can reimburse conference participation, professional association fees, academic books, and other resources (currently \$1000 per academic year) - <https://cupe3906.org/postdocs-unit-3/postdoctoral-fellow-professional-development-fund/>
- **Health Care Spending Account**, which can cover items not covered or fully covered by the SunLife plan (currently \$300 per academic year, to increase to \$450 per academic year) <https://cupe3906.org/postdocs-unit-3/post-doc-health-spending-account/>
- **Employee & Family Assistance Program** - <https://cupe3906.org/postdocs-unit-3/employee-family-assistance-program/>
- **Postdoctoral Fellow Support Fund** (currently \$750 per academic year) to cover emergency and unanticipated costs, moving or relocation expenses, childcare subsidy and extended UHIP for employee and/or dependents. (<http://cupe3906.org/postdocs-unit-3/post-doc-support-fund-unit-3/>)
- **Reproductive Health and Gender Affirmation Fund** (coming soon—please check your email for updates!) to cover costs associated with reproductive health (such as menstrual products, HPV vaccines, fertility treatment, etc.,) and gender affirmation (such as legal, administrative, and everyday costs of transitioning) <https://cupe3906.org/postdocs-unit-3/gender-affirmation-fund-reproductive-health-fund/>

We encourage you to introduce yourself and to learn more about your rights and benefits as a Postdoctoral Fellow at McMaster. Currently, our Unit 3 Chief Steward is Dr. Muhammad Nabeel (chiefsteward_postdocs@cupe3906.org). Our Staff Representative Assigned to Postdoctoral Fellows is Mary Ellen Campbell (mary@cupe3906.org).

Please note that until August 31, 2023, the first 30 days of your employment as a Postdoctoral Fellow at McMaster may entail important change of coverage deadlines for your benefits. For example, **if you would like to enroll in our family dental coverage or would like to opt-out of dental coverage (if you have other, comparable dental coverage), you must do so in the first 30 days of your contract.** For more information about these options, please visit <http://cupe3906.org/postdocs-unit-3/dental-plan/> and/or contact our Administrative Coordinator at administrator@cupe3906.org.

To hear the latest news from your Union, please visit our website at <http://cupe3906.org>, and follow us on Facebook at <https://facebook.com/cupe3906/>, Twitter (@cupe_3906), and Instagram (cupe3906).

We forward to meeting you and defending your rights and benefits over the coming months!

In solidarity,

Your CUPE 3906 Executive and Staff