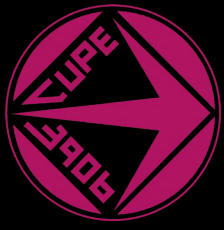


# Unit 4 Strike Vote SGMM 2025





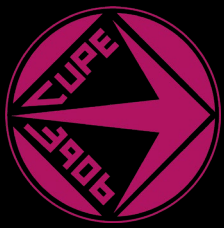
# Agenda

1. Call to Order
2. Roll Call of Officers
  - Land Acknowledgement
  - Equity Statement
3. Approval of the Agenda
4. Strike Vote Presentation
5. Voting Instructions
6. Nomination and Election of Scrutineers (2-4)
7. Q&A
8. Adjournment



# Presentation

- CUPE 3906 Unit 4 was formed in 2024, when Residence Life Workers at McMaster voted to join CUPE. Both the Residence Life Workers and existing members of Local 3906 voted to bring these newly organized workers into Local 3906 as Unit 4.
- There are approximately 200 members in this unit, representing Community Advisors (CAs), Guest Registration Assistants (GRAs), Project Assistants (PAs), Graduate Community Leaders (GCLs), Residence Orientation Planners and Assistants (ROP/As), and other positions below the rank of Residence Life Area Coordinator (RLAC).



# Presentation (Cont'd)

- We have been negotiating a first contract for Residence Life Workers since February, 2025.
- Work began on drafting the new contract, called a “Collective Agreement”, in the spring of 2024.
- Proposals for the content of this Collective Agreement were based on feedback from Unit 4 members (including feedback collected during the organizing drive and via a formal bargaining survey), language from existing Collective Agreements (including language from the Units 1, 2, and 3 Collective Agreements, and other Residence Life Worker contracts in the sector), and existing workplace policies and practices.



# Presentation (Cont'd)

- To date, we have tentatively agreed to 12 Articles and 2 Letters of Understanding (LOUs):

Employee Information

Information

Joint Labour Management

Legal Liability

LOU: CA Handbook

LOU: Policies Affecting Terms and Conditions of Employment

Performance Evaluations

Probationary Period

Recognition

Scope and Purpose

Union Representation

Union Security

Workplace Accommodation

Workplace Investigations, Counselling, Discipline and Discharge



# Presentation (Cont'd)

- We are close to agreement on a few other articles (Job Postings and Appointments, Health and Safety, Management Rights)
- There are a few priority areas—those dealing with compensation, hours of work, and term of the agreement—where the Parties are far apart.



# What is left on the table?

## The Following Priority Issues are Outstanding:

ISSUE:	UNION PROPOSAL:	EMPLOYER RESPONSE:
<b>Contract Duration</b>	2027 Expiration (In-line with TAs and Postdocs)	2030 Expiration
<b>HOUSING AND COMPENSATION</b>	<ul style="list-style-type: none"><li>-For live-in Employees, housing in residence provided at no cost to employees;</li><li>-additional stipend of \$350/month between September and April for live-in Employees;</li><li>-hourly wages (for hourly paid workers and for training for live-in positions) starting at \$21.30 immediately and increasing to \$23.96 and \$25.07 (depending on position) by 2027</li></ul>	<ul style="list-style-type: none"><li>-Employees to pay full price for residence rooms up-front (prior to start of school year)</li><li>-Live-in Employees paid for 4 hours only per overnight coverage shift (i.e., "on call" pay)</li><li>-Employees to receive hourly wages for hours worked, paid bi-weekly, starting at \$17.60 in April 2026 and increasing to \$18.32 and \$22.98 (depending on position) by 2029</li></ul>
<b>HOURS OF WORK</b>	<ul style="list-style-type: none"><li>-Predictable, regular hours of work</li></ul>	<ul style="list-style-type: none"><li>-No guarantee of regular hours of work per week/month; assigned hours not likely to cover the cost of residence housing paid by employees at the outset of the academic year;</li><li>-Senior CA position eliminated; duties assigned to select (employer-chosen) CAs, who will be paid an additional \$1.25/hour for Senior CA duties (to a weekly limit; unclear how many hours/week, if any, are assigned)</li></ul>



# What is left on the table?

## ...Outstanding Priority Issues (Cont'd):

ISSUE:	UNION PROPOSAL:	EMPLOYER RESPONSE:
MEAL PLAN	-for live-in employees, 100% Employer-Paid, non-mandatory plan (employees who do not elect to receive the meal plan will receive an additional stipend in lieu)	-for live-in employees, 100% Employee Paid, no discount (i.e., governed by the student lease agreement)
BENEFITS	Immediate \$160,000 supplementary benefits fund (e.g., to claim medical expenses that are not covered or fully covered by government or student/parental insurance, including gender affirming care and reproductive health)	Not agreed (i.e., \$0.00)





# Presentation (Cont'd)

- NEXT STEPS: Strike Vote and Conciliation
- At the end of the presentation, we will explain who is eligible to participate and how to participate in the strike vote.



# Presentation (Cont'd)

- “Conciliation” occurs when one or both Parties believe that they have reached an impasse and require assistance reaching an agreement from a government-appointed Conciliation Officer.
- A Conciliation Officer cannot force the Parties to come to an agreement or make decisions about what proposals will form the CA.
- The Parties are required to participate in Conciliation prior to either party triggering a strike or lockout.



# Who can vote?

- Only members of CUPE 3906 Unit 4 may vote in a Unit 4 strike vote. (CUPE 3906 Unit 4 members include: Community Advisors (CAs), Guest Registration Assistants (GRAs), Project Assistants (PAs), Graduate Community Leaders (GCLs), and Residence Orientation Planners and Assistants (ROP/As). Other positions below the rank of Residence Life Area Coordinator (RLAC) fall within the bargaining unit too.
- The following members of Unit 4 may vote in a strike vote:
  - Members who are currently working as a CA, GRA, PA, GCL, and ROP/A;
  - Members who hold a contract to work as a CA, GRA, PA, GCL, and ROP/A in the 2025-2026 academic year (i.e., “contract in hand”);
  - **Some members** (especially those members who have not been paid or completed training) **may require proof of membership** to vote. (Proof of Membership is a letter of appointment for employment in the CUPE 3906 Unit 4 Bargaining Unit.)
- Members who have not begun work as a CUPE 3906 Unit 4 member should contact [brad@cupe3906.org](mailto:brad@cupe3906.org) or [mary@cupe3906.org](mailto:mary@cupe3906.org) to obtain a voting ballot. You will be required to provide an electronic copy of your Letter of Appointment as a CA, GRA, PA, GCL, and/or ROP/A.



# Voting Instructions

- Voting will begin on 20 August, 2025, at 1 P.M., and remain open until 22 August, 2025, at 1:00 P.M.
- Voting will occur via Election Runner
- All eligible members will be sent an electronic ballot via Election Runner to their McMaster email account
- We cannot guarantee the exact time that you will receive the ballot.
- Please note that you may need to look in your junk/spam/"other" folder for a ballot.



# Voting Instructions (Cont'd)

The **Question** will be: “Do you give your CUPE 3906 Unit 4 Bargaining Committee permission to call a strike in the event that talks break down at the bargaining table?”

## **Options:**

Yes.

This means, “Yes, I give my CUPE 3906 Unit 4 Bargaining Committee permission to call a strike in the event that talks break down at the bargaining table”

No.

This means “No, I do not give my CUPE 3906 Unit 4 Bargaining Committee permission to call a strike in the event that talks break down at the bargaining table”

The vote is successful - meaning that the bargaining team is empowered to call a strike in the event that talks break down at the bargaining table if more than 50% of those who cast a ballot (yes/no) choose to vote yes.



# Nomination and Election of Scrutineers

- Section 12(a)(ii) mandates the election of 2-4 scrutineers to be present during Strike Vote ballot counts.
- Scrutineers must be CUPE 3906 members, but do not have to be Unit 4 members. (Preference will be given to Unit 4 members.)
- You may nominate yourself or another CUPE 3906 member to be a scrutineer.
- Scrutineers must be present at the vote count meeting (via zoom) on Friday, August 22<sup>nd</sup>, at 1:00 P.M.



# Q & A

"Where can I get more information?"

- Check out our **Strike Vote FAQ**, HERE:  
<https://cupe3906.org/strike-vote-frequently-asked-questions-faq-for-unit-4-residence-life-members/>
- Contact the Local:
  - » Mazen, Lead Steward Unit 4,  
[leadsteward\\_reslife@cupe3906.org](mailto:leadsteward_reslife@cupe3906.org)
  - » Brad and Mary Ellen, Local Staff [brad@cupe3906.org](mailto:brad@cupe3906.org)  
or [mary@cupe3906.org](mailto:mary@cupe3906.org)
  - » Dams, Local President [president@cupe3906.org](mailto:president@cupe3906.org)

Section 79 of the OLRA

<https://www.ontario.ca/laws/statute/95l01#BK97>



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*\*Reminder! Donuts and Information available today!*