

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), Sessional Faculty (Unit 2), and Residence Life Workers (Unit 4).

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**
<https://cupe3906.org/postdocs-unit-3/sunlife/>
- **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 \$450 per academic year) <https://cupe3906.org/postdocs-unit-3/post-doc-health-spending-account/>
- **Employee & Family Assistance Program**, which provides counselling and support for mental health and wellness <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** 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 Lead Steward is Dr. Ketan Ajay (leadsteward_postdocs@cupe3906.org). Our Staff Representative Assigned to Postdoctoral Fellows is Mary Ellen Campbell (mary@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/>, and Instagram (cupe3906).

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

In solidarity,
Your CUPE 3906 Executive and Staff