

# CUPE 3906 BARGAINING BULLETIN #4

JUNE 25, 2010



## EMPLOYER TABLES “OFFER TO SETTLE”

Your Bargaining Team received an “Offer to Settle” from the Employer after 26 hours of conciliation on June 22nd and 23rd. The Union indicated to the Employer that we needed to consult with the membership before responding; as such the offer is valid until 12:01am on July 6th. We are holding a series of information meetings to update members on the contents of the package, as well as continued efforts to speak to individuals one-on-one.

While members should be pleased with some of the progress made in bargaining, there are still areas of real concern in this package:

### 0% IN THE FIRST TWO YEARS

The package contains no monetary increases in the first two years. Practically speaking, this means that members will see no increases to wages, benefits or stipends.

CUPE held a meeting on June 22nd with the Ministry of Training, Colleges and Universities to discuss, in part, the provincial expectations around zero compensation increases. Those in attendance, including a member of your bargaining team, received repeated assurances that

institutions will not have their funding clawed back if they bargain increases in the first two years. As a result, your bargaining team tabled a three-year package that includes the moderate increases outlined in the table below.

While members identified wages and benefits as two of the top issues for this round of bargaining, this package means that they will see no improvements to these areas for two full years.

### MULTIPLE-INSTRUCTORS & JOB SECURITY

The Employer’s offer contains a clause that would allow them to hire up to three people to teach a single course, with the individuals involved having to split the associated wages, stipends and seniority. This was a major issue in the last round of bargaining, and the Bargaining Team at the time was able to fend it off successfully.

In addition, there is also a provision that would allow for courses to be paid proportionately based on the number of units offered, opening the door for single unit courses and the creation of more courses outside the 3 and 6 unit framework.

The Union managed to get the concessions around First Consideration Appointments off the table, but the Employer’s offer contains no improvements to the biggest job

Proposal	2010-11	2011-12	2012-13	2013-14
Employer Wages	0%	0%	3%	3%
Employer Benefits	\$0 increase	\$0 increase	\$25,000 increase	\$10,000 increase
Union Wages	2%	2%	3%	-
Union Benefits	\$5,000 increase	\$5,000 increase	\$25,000 increase	-

security provision in the contract. This leaves us with a solid response to the job security issue, another top priority identified by the members.

### **4-YEAR CONTRACT**

The Employer's package would also mean a contract that would expire in 2014. Given the incredibly difficult bargaining climate we are working in right now, your Bargaining Team is concerned that 4 years is a very long time to wait to address the issues that have not been resolved in this round of bargaining.

### **WHAT WE'VE WON SO FAR**

An updated version of the bargaining progress chart from the last two bargaining bulletins is available on our website ([www.cupe3906.org](http://www.cupe3906.org)) some highlights include:

- Supplemental Class Size Stipends will now be processed automatically, not requiring members to fill out a form to get paid.
- Course outlines can only be requested from short-listed applicants for positions.
- A process for the union to be informed in advance of major changes at the University that will lead to job loss.
- Members will now have access to McMaster's Employee & Family Assistance Programme.



## **WHAT'S NEXT?**

Before the July 6th deadline, your Bargaining Team will be holding a series of information meetings to update the membership on the contents of the Employer's offer, and to get feedback about how to proceed. We strongly encourage members to come out to at least one of the following sessions:

### **Monday, June 28th**

5:00-6:30pm

Union Office (Wentworth House B108)

### **Tuesday, June 29th**

12:00-1:30pm

Union Office (Wentworth House B108)

### **Wednesday, June 30th**

5:00-6:30pm

Union Office (Wentworth House B108)

### **Friday, July 2nd**

12:00-1:30pm

Union Office (Wentworth House B108)

### **Monday, July 5th**

5:00-8:00pm

MDCL 2230 (follow the signs to find the room)

If you are unable to make any of the above times, or aren't to access the union office due to accessibility concerns, please contact us and we can set up a time to talk one-on-one.

In addition to the above meetings, members of the Bargaining Support Team will be speaking to members in offices and over the phone to get feedback.

## **ANY QUESTIONS?**

**Drop by the office** - Wentworth House B108 (under the Phoenix)

**Call us** - 905.525.9140 x 24003

**Email** - [bargaining@cupe3906.org](mailto:bargaining@cupe3906.org)

**Visit the website** - [www.cupe3906.org](http://www.cupe3906.org)