

UNIT 2 BARGAINING PROGRESS CHART

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.

The chart below outlines the progress made to date. For more detailed information about the concerns your bargaining team has with the package please see the most recent Bargaining Bulletin (#4) - issues outlined in the Bulletin are highlighted below. Finally, come out to one of the Bargaining Information Meetings listed on the following page.

Issue	Union Proposal	Employer Response
Class Size & TA Support	Having additional TA support tied to class size triggers	No
Dental benefits	Creation of a dental plan as in Units 1 & 3	Union withdrew in conciliation
Employment Equity	Improve and expand the existing language using a representative workforce model	No
Evaluations	No use of anonymous student evaluations & choice between in-class or online evaluation	Agreed to not using unattributable evaluations, but no to choice between in-class or online
First Consideration Appointment (FCA)	Increase to 3 the number of offerings that a member holds the FCA for. To move the Employer off a proposal to tie all FCAs to satisfactory evaluations, the Union proposed language that would use evaluations only in very specific circumstances where courses are held in back-to-back terms.	The Employer agreed to the union's language around evaluations, but has not agreed to expanding the number of offerings FCA is held for. Other regressive Employer proposals have been withdrawn.
Grievance procedure length	Shortening the amount of time used in the grievance procedure	Withdrawn
Health benefits	Increase the fund by \$5,000 in year one, \$5,000 in year 2 and \$25,000 in year 3.	\$0 in the first two years, \$25,000 added for year 3 and \$10,000 added in year 4
Hiring Process	Standardize the process with standard posting & application forms, as well as a central posting website	No
Increase number of hours reported for EI	Increase from 238 hours per course to 267, in recognition of increased enrolment, substantial email increases and other workload increases since 2002.	No
Leaves	Add Compassionate Leave and Disability Leave	Agreed
Major Organizational Change	To improve job security by mandating the Employer to inform the union of major changes that will lead to job loss, giving the union an opportunity to respond	Agreement at the University level, no to changes at the department level.
Non-standard appointments	Create a process to address non-standard appointments, split appointments as well as co-teaching positions	Allow up to 3 people to be hired to teach a course. Provision to allow for courses to be paid at pro-rated levels, opening the door for single unit appointments.

Issue	Union Proposal	Employer Response
Orientation & TA Supervision	Orientation process for sessionals, including training on responsibilities as supervisors under the Unit 1 CA	Agreed to limited orientation process. Proposal for Unit 2 members to not be allowed to authorize additional Unit 1 hours. Regressive discipline language has been withdrawn.
Pregnancy/Parental Leave	Leave the provisions as they are	Employer withdrew proposal to make it harder to qualify.
Religious Holidays	Ability to rearrange work without loss of pay to observe religious holidays	Agreed
Reporting of Hours for EI Eligibility	Add the existing process into the CA and add provisions for the reporting of overwork hours	No, proposal for all hour amendments to be handled through the government's EI Appeals process.
Retirement income	Inclusion of members in the Multi-Sector Pension Plan	No
Sessional Music Faculty Seniority	Creating a system for seniority accumulation by Sessional Music Faculty	No
Severance Pay	Creating a system to compensate long-term members who find themselves out of work	No
Supplemental workload fees	Have payments processed automatically, not requiring the submission of a form	Agreed
Transparency in Hiring	Creating a more formal process for hiring with defined timelines, and a ranking of priorities	No
Tuition fee waiver	Waiver of tuition fees for members, spouses & dependants	Union withdrew in conciliation
Violence in the Workplace	Improve the existing language, making clear the Employer's responsibility to keep an workplace free of violence.	Agreed
Wages	2% in year 1, 2% in year 2 and 3% in year 3.	0% in the first 2 years, 3% in years 3 & 4

COME OUT TO THE BARGAINING INFORMATION MEETINGS:

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 able 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?

If you have any questions about bargaining you can get in touch with us the following ways:

Email bargaining@cupe3906.org

Phone 905-525-9140 x24003

Web <http://www.cupe3906.org>