

CUPE 3906 **BARGAINING** **BULLETIN #5**

JULY 15, 2010

EMPLOYER REQUESTS NO BOARD REPORT



During nearly two weeks of extensive consultation, Sessional Faculty and Music Faculty told us time and time again to return to the table and continue bargaining rather than accept the Employer's June 23rd "Offer to Settle." On July 6th, we informed the Employer of the membership's overwhelming direction to turn the offer down and resume negotiations.

On July 12th, after a week of deliberation, the Employer informed the Union that they would be requesting a No Board report from the conciliator. A No Board is requested when one side (in this case the Employer) believes that bargaining has reached an impasse. The issuance of the report also sets a strike/lockout deadline, most likely sometime in the second week of August.

The parties are scheduled to meet again in mediation on August 9th and 10th. The Union remains committed to the bargaining process and hopes to make the most of these two dates.

In the meantime, your Bargaining Team has determined that we need a strong mandate from the membership to be able to get the compensation freeze and pro-rating concessions off the table. To that end they have called for a Strike Mandate Vote to be taken from July 27-29 (see the box to the right for times and locations).

WHY DO WE NEED A STRONG STRIKE MANDATE?

A strong mandate will make it absolutely clear to the Employer that the membership does not support the Employer's multiple-instructor model or the 2 year freeze to benefits and wages. It will give your Bargaining Team the ability to force these concessions off the table, and reach a fair and just settlement for Unit 2 members.

Returning to the table without a strong mandate from the membership will open the door for the Employer to bargain much more aggressively, tabling more concessions and potentially leading to a lockout.

The Bargaining Team is determined to continue bargaining and will do everything in its power to reach a fair settlement without concessions. The best way to ensure that this happens is to come out and vote yes in a strike mandate vote.

WHEN IS THE STRIKE MANDATE VOTE?

The Strike Mandate Vote will open at a Special Unit 2 General Membership Meeting

Tues. July 27th at 5:00pm
in MDCL 3022 (follow the signs to the room)

Balloting will continue in the following locations:

Wed. July 28th -Thurs. July 29th 10:00am-5:00pm
Mills Library Lobby

Wed. July 28th -Thurs. July 29th 10:00am-5:00pm
Thodes Library Lobby

Toronto location - Wed. July 28th 10:00am-3:00pm
25 Wood St - Suite 102
(1 block north of College & Yonge)

Descriptions of who can vote, and what you need to bring with you to the polling station can be found on the other side of this page.

WHAT ARE THE BIG ISSUES STILL OUTSTANDING?

The Employer's "Offer to Settle" is still on the table, meaning that the main issues described in the previous Bargaining Bulletin still remain. For a more detailed description of these issues, and for an updated Bargaining Progress Chart, please see our website at www.cupe3906.org.

0% COMPENSATION INCREASE

The Employer's last offer contains a freeze on all compensation (including wages, benefits and stipends) for the first two years, with only 3% increases in years 3 & 4. This would effectively erode all the monetary gains in the last round of bargaining, intended to bring members closer to the rest of the sector.

The Union is confident that, like a growing number of public sector locals, we will be able to negotiate modest increases despite the misunderstood provincial expectation.

MULTIPLE INSTRUCTORS & JOB SECURITY

The Employer's package also includes concessionary pro-rating language that could fundamentally change the nature of Sessional Faculty appointments at McMaster.

This language gives the employer the power to appoint up to three people to a single course or to break standard courses into smaller units and pay Sessionals proportionately for their work. Members would also be forced to split all associated seniority and stipends for the "shared" course. This would effectively reduce the existing three-month employment guarantee to a single month and the amount of money each Sessional contract is worth by as much as two thirds. These proposals were a major point of contention in the last round of negotiations, when your Bargaining Team was able to fend them off in mediation.

While we have been successful this time around in fighting off concessions to the First Consideration Appointments, this multiple-instructor framework raises serious questions about how FCAs and seniority would be applied in the future.

4 YEAR TERM

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.

WHO CAN VOTE?

To be eligible to vote you need to have taught in one of the following terms:

Fall (Sept-Dec) 2009

Winter (Jan-Apr) 2010

Summer (May-Aug) 2010

You will also be eligible to vote if you bring a copy of your **Letter of Appointment** for an upcoming term.

If you are unsure of your eligibility to vote, you will be able to vote provisionally, but the vote will only be counted once your eligibility is confirmed.

WHAT DO YOU NEED TO BRING?

When you come out to vote you need to bring the following:

- A piece of photo ID
- Documentation to prove membership
 - Most recent Letter of Appointment
 - Recent paystub with union dues deducted
 - (NOTE: this documentation is only used if you do not show up on the membership list provided by the Employer)

ANY QUESTIONS?

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

Call us - 905.525.9140 x 24003

Email - bargaining@cupe3906.org

Visit the website - www.cupe3906.org

