

Who We Are

CUPE 4207 (Unit 3)

English as a Second Language Instructors at Brock University
(ESL Services, the Goodman School of Business
and the Faculty of Education).

60+ Instructors

我们是什么组织？

加拿大公共雇员工会 4207 三分会的成员包括布鲁克大学 60 名以上的英语培训教师（含英语培训中心，古德曼商业学院，教育学院）

What do we do ?

- a) Teach ESL (more specifically English for Academic Purposes programs) to pre-university students who receive a conditional offer to undergraduate studies at Brock.
- b) Teach ESL to Pre-Master's students in the Faculty of Education & the Goodman School of Business.
- c) Teach an ESL preparatory program every August to Master's students in the IMBA and IMacc program in the Goodman School of Business.
- d) Teach the Summer Explore ESL program to French Canadian and international ESL students every summer.
- e) Teach English for Specific Purposes programs (e.g. Applied Health Science programs during the summer)

我们的工作是什么？

- a).对布鲁克大学的双录取预科学生进行英语教学（学术类）
- b). 对布鲁克大学古德曼商学院和教育学院的研究生预科生进行英语教学培训
- c). 每年八月份对布鲁克大学古德曼商学院的工商管理专业和会计专业的国际留学生进行短期专业英语教学
- d). 每年夏季针对加拿大的法语群体和国际留学生进行英语短期教学
- e). 特别英语专业的教学培训（如：应用健康科学专业）

Why was the Strike/lockout deadline set?

CUPE 4207 Unit 3 and the University have been in negotiation since last Spring and the University has maintained their 'No Improvements' position.

The Unit 3 Collective Agreement expired last July 7th 2014. Members of Unit 3

are supporting their Bargaining Priorities to stay on the bargaining table. After the strike deadline was requested, the University has finally agreed to meet again on the March 14th. The strike/lockout deadline is now set on March 17th.

为什么会设置罢工/停工的最后期限？

工会 4207 三分会与学校之前签署的协议已经在 2014 年 7 月 7 号过期。然而从去年春天在旧协议过期之前直到目前为止，三分会和布鲁克大学进行过多次谈判，提出新的提案并希望尽早达成新的协议。分会成员支持谈判代表就提案中的重点条款和学校继续进行协商，但是学校方面始终对工会的提案保持“无任何可改进”的立场。谈判不能无期限继续，最后期限设置在三月 17 号。学校方面最终同意三月 14 号再次谈判。

How long would a strike last?

The last time Unit 3 (ESL Instructors) went on strike was in 2012. The strike lasted two weeks. The duration of a strike would depend on a number of things (The university administration's response and support from the Brock community are two examples).

罢工会持续多久？

在 2012 年，三分会的成员（英语培训中心的教师）进行了为期 2 周的罢工。罢工的周期取决于多方因素。（例如 大学的管理阶层的答复，大学各个群体的支持都会促使罢工尽早结束）

Is there going to be a strike?

- Not necessarily. Our intention is to go to the bargaining table to reach a settlement that is beneficial to our members and to students. A strike can be avoided if the university comes prepared to address our key priorities.

罢工一定会发生吗？

罢工完全可以避免如果学校愿意就我们要求的关键问题展开协商。我们的意愿不是罢工，而是希望能够尽快和学校达成有利于分会成员老师和学生们的协议。

What happens if we go on strike?

- ESL Instructors will walk off the job and picket lines will be established on the Main Campus. There will be delays for anyone who wants to get onto the Brock

Campus.

- We will continue to try to negotiate a collective agreement that meets the needs of our members. If a strike did happen it would end when a new collective agreement is reached and ratified by both sides.

- Many groups have protections that allow them to choose not to cross a picket line. Students cannot be required to cross a picket line, and cannot face academic penalties for refusing to cross a picket line. Many unionized workers can refuse to cross a picket line, depending on the language in their collective agreement. For example, members of CUPE 4207 Unit 1 (TAs, Instructors, Lab Demonstrators, Course Coordinators, Marker-Graders) have the right to not cross a picket line if they “reasonably perceive it to be hostile”. It is up to each member to determine if they perceive this.

如果罢工会出现什么情况？

- 英语培训中心的老师们将会停止一切工作并在主校区外设置纠察线, 届时任何人需要通过纠察线后才能进入布鲁克大学校区, 此过程会延迟进入校区的时长。

- 与此同时, 我们会继续和学校谈判以期达成协议。当工会和学校双方皆认可协之后, 罢工将会结束。

- 对于学生来说通不通过纠察线没有强制要求。并且如果选择不通过纠察线, 很多组织成员都是受保护的。如: 学生拒绝通过纠察线, 不会造成任何学业上的处罚。根据工会协议, 有工会组织的职员也会拒绝通过纠察线。例如工会4207一分会成员(助教, 大学讲师, 实验员, 课程协调员, 阅卷人员)享有不通过纠察线的权利如果他们认为罢工对立是合理的。此取决于成员个人的判断。

How can YOU Help?

- E-mail the Brock administration to tell them to negotiate a good and fair contract with CUPE 4207 Unit 3. More support from the community for a negotiated settlement is one way to help resolve issues without the need for a strike.

You can contact the following people:

- Jack Lightstone (President of Brock University): Jack.Lightstone@brocku.ca

- John Suk (Chair of the Board of Trustees): johnsuk@Xigera.ca

- Kim Meade (Vice President Student Services): Kmeade@brocku.ca

- Jennifer Guarasci

(Manager of Labour and Employee Relations): jguarasci@brocku.ca

为了避免罢工你可以做些什么呢？

-你可以发邮件给学校管理阶层人员, 促使他们和分会成员进行公平合理的谈判, 尽快达成协议。各社区团体对我们的支持会对谈判造成积极影响, 促使问题的尽快解决, 同时避免罢工的出现。

你可以联系以下人员:

- Jack Lightstone (布鲁克大学校长): Jack.Lightstone@brocku.ca

- John Suk (校董事会主席): johnsuk@Xigera.ca

- Kim Meade (学生服务部门分管副主席): Kmeade@brocku.ca

- Jennifer Guarasci (劳工关系理事): jguarasci@brocku.ca

What Do We Want? 谈判的侧重点是什么?

1.) Job Equity:

Currently there are three tiers of employment groups in Unit 3, yet they all do the same function and have the same contact hours with students. If the university is to realize a uniformly excellent educational standard, they need to stop treating workers differently.

1) 就业权益

目前三分会成员老师群体被分化为三个等级层次，然而他们工作职能和教学课时相同。如果大学要实现一个统一的优秀的教育标准，学校应该停止区别对待教职工。

2.) Educational Standards:

Workers of Unit 3 are asking for improvements to the work environment to ensure the highest quality standards of education for the students of Brock University.

The university's prime goal for the next several years is increasing the number of international students on campus. Though international students are students they are not recognized as such by the university--therefore ensuring quality education is crucial to improve Brock's reputation.

2) 教育标准

三分会的教师成员希望工作环境有所改良以保证能够对布鲁克的学生进行最高水准的教育教学。

学校在接下来几年内的首要目标是让国际留学生的人数有所增长。目前国际留学生群体还没有被学校完全重视。因此对国际留学生提供高水准的英语教育教学对提高布鲁克的声望至关重要。

3.) Security:

One aspect of protecting educational standards is to ensure that members of Unit 3, who are professionally trained to teach the English language, continue to be able to teach to the international students on campus. Parsing out groups of students to different faculty or departments diminishes the quality of education.

3) 工作保障

使教育不失水准的一个方面就是为受过专业训练的英语老师们提供工作保障—让其在对在校国际留学生英语教学的岗位上继续工作，而不是分化他们的工作到不同院系，从而导致英语教学质量的下降。

What is the Current State of Bargaining?

- We are currently in Mediation. This is a stage in which a Mediator appointed by the Ministry of Labour sits down with both parties to try to facilitate the successful completion of negotiations. It is a necessary requirement before a legal strike or lockout can take place. Our next meeting with the mediator is on March 14.

- We began negotiations with the employer in June of 2014, and met face-to-face on three occasions with the last date happening on September 11. When it became clear that the employer was not prepared to address any of our bargaining priorities – even ones that would not cost them any money – the Union filed for Conciliation. This is a processes in which the Ministry of Labour appoints a conciliator to try to mediate a settlement. The “Conciliator” changes his/her title to “Mediator” when a strike/lockout deadline has been set.
- Both sides met at conciliation 3 times between November 2014 and January 2015. The Union came to the table willing to negotiate a settlement. We demonstrated flexibility in our proposals. However, the Brock administration came to the table unprepared to make any changes that would be of benefit our members. Once again, they even refused to agree to items that would cost them absolutely nothing.
- Because of this intransigence the Union requested that the Conciliator set a strike/lockout deadline, which is March 17. We will be meeting with the employer again on March 14 to try to settle outstanding issues.

谈判协商的目前状况如何？

- 我们目前处于仲裁调解阶段。仲裁调解是在罢工/停工前必然步骤。现阶段是由加拿大劳工部指定的调解员对工会代表和学校双方进行协调，以期双方协商成功。在三月14号会再次举行有调解员参加的协商会议。
- 工会代表与学校的谈判开始于2014年六月，并和学校方面进行了三次面对面的谈判。最近一次是九月11号。清晰地认识到学校并没有准备考虑接受我们提案中的重点条款（甚至包括那些无需任何财务费用的条件）后，工会申请了调停。在调停过程中，劳工部指派调停员对双方进行说服希望达成解决方案。在罢工/停工最后期限下达后“调停员”的身份转换为“调解员”。
- 谈判双方在2014年十一月到2015年一月的调停过程中又进行了三次会面。工会方面为表达希望达成协议的意愿，有所让步做出了更具弹性的提案。然而学校管理层在会面中并无准备做出任何有利于分会成员的改变，并且再次拒绝提案中零花费的条件。
- 介于学校方面的不妥协让步，工会申请调停员设置罢工/停工期限，并将日期设置在三月17号。三月14号工会将和学校进行再次会面，希望能够解决主要问题。

Important Information for Brock Students Regarding Job Actions (strikes/lock-outs)

http://www.brocku.ca/university-secretariat/facultyhandbook/section3#C_6

6.3 Protecting Students From Academic Penalty

Students who choose to not cross a legal picket line during a disruption shall not be penalized. Students are not absolved of the responsibility for completing their course requirements subject to the provisions of Sections 6.4 and 6.5

有关罢工/停工的重要信息

参见网页

http://www.brocku.ca/university-secretariat/facultyhandbook/section3#C_6

6.3 Protecting Students From Academic Penalty

当学生在中断期间选择不通过纠察线，不予受到处罚。学生不会被免除需要学业达标的职责。具体操作详见条款6.4和6.5

Does a better contract for us mean higher tuition fees for you?

No.

Tuition fees for domestic students are regulated by the Government of Ontario. The government limits the amount that the university administration can increase tuition fees.

Ontario universities are able to increase international student fees as they see fit.

It is important to note that the Brock administration already increases tuition fees as much as possible irrespective of collective bargaining outcomes.

老师们拿到更佳的合约意味着学生更高的学费吗？

No. 答案是否定的。

加拿大本地学生的学费是由安省政府决定的。政府对学费金额的提高有所限制。

安省大学可以自行按需提高国际留学生的学费。

值得注意的一点是布鲁克管理层对学费增减无关乎谈判结果如何。