



Unit 1 Bargaining Priorities Meeting
March 29, 2016 @ 5pm

WH 207

On January 11, the Unit 1 Bargaining Committee released a bargaining survey to the members of Unit 1 to seek input of the members in determining our priorities in bargaining.

Your bargaining team has reviewed all of the surveys and considered all issues arising over the term of the Collective Agreement expiring September 6, 2016 and compiled the priorities listed below for consideration and ratification of the Unit 1 members.

By ratifying the package you are mandating your bargaining team to draft the corresponding collective agreement language based on these principles. Furthermore, your bargaining team is authorized to amend and/or develop proposals, as deemed necessary and appropriate, in order to protect the members' interest and to fight concessions tabled by the employer.

Your CUPE Local 4207 Unit 1 Bargaining Committee has unanimously recommended the following priorities for the 2016 Unit 1 negotiations:

Workload

- Grant Instructors 1.5 times the Instructor Stipend in cases where the Instructor is teaching a large class.
- Create a **hard cap** on seminar / lab / tutorial enrolment.
- Make sure definitions for Lab Demonstrators / labs / tutorials allow members in those positions to have the same rights as those given to TAs/workers in seminars.
- Change the definition of “nominal” hours to eliminate reference to working more hours than in the contract, and provide greater access to additional hours when required.

Job Security

- Create **permanent positions** with full-time hours for the most senior members
- There shall be **no reduction in the amount of work offered as CUPE 4207** positions during the life of this collective agreement
- In the event that a seminar or lab component of a course is eliminated, or in the event that new courses are created without seminar or lab components, the employer shall continue to post and fill an equivalent number of TA/Lab Demo (or other) positions, with an equivalent number of hours per appointment for these courses. The workload for these positions shall be consistent with the job descriptions for these positions established in the collective agreement.
- Protection of members' job qualifications in instances where technological changes are made to the way courses are delivered; employer provided training so that members can meet the new qualifications.
- Move to open the scope clause to include RAs.

Working Conditions

- **Postings 14.02 a.** Closing dates for all positions (except Marker – Grader) should end by August 1 at the latest
- On-line applications should allow for application to multiple courses per department with a single application.
- **14.02 d:** Qualifications may change with agreement of the union. Qualifications shall not be changed when the effect of the change would exclude applicants who were previously qualified for the position.
- **Appointments 15.01 c:** An application shall be deemed qualified if they meet the posted qualifications, or if they exercise right of first refusal, or if they have previously held the position and completed the appointment successfully.
- **15.01 e:** Eliminate the “blocks of 2 seminars line.” Work should be divided equally amongst qualified applicants with the same seniority across the entire department.
- **15.03:** Offers of appointment for all positions (except Marker-Grader and Instructors) should be made simultaneously, and should be made no later than mid-August, mid-December, and mid-April (depending on the term). There should be no change in the dates for appointment of Instructors.
- **15.05:** Double the cancellation stipend. In cases where an employee is bumped out of a position due to a grievance (i.e., when the employer has appointed someone to a

position in violation of the collective agreement, and therefore unjustly denied another member work to which she was entitled), the employer will pay the full value of the contract to both the employee who was denied the work and to the original successful applicant.

→ **15.06:** Employees who can exercise the right of first refusal for the position shall be deemed qualified for the position for future positions/applications.

→ **Academic Freedom:** Improve protections for members who exercise academic freedom.

→ **Article 21:** Extension of emails services for a period of 12 months after the date of appointment.

→ Access to office space, computers with internet access, and printing resources for all workers & T2200 (Home Office Tax Write-off)

→ Year long access to library privileges for all members.

→ Personalized mail slot in all departments for all members.

→ Professional Development Fund

→ **Article 23 – Holidays:** Add “any holiday declared by the provincial or federal government.”

→ **Article 18 – Information:** Give members right to access their employee health file.

Wages and Benefits

→ Wage Increase for all job classifications

→ Increase the **Graduate Student Wage Supplement**

→ Tuition Indexing for Graduate Students

→ Post residency-fees (Discounted Fees) after completing Master’s and Ph.D. coursework

→ Full benefits for all members: Employer to cover the premiums of members who enroll in the BUSU or GSA Benefit Plans

→ Tuition Waiver

→ Members who are not paid on time shall be paid an additional sum of money as penalty to the employer for failing to live up to the CA and the Employment Standards Act..

→ UHIP rebate for international graduate students.

→ **Pension:** The employer shall notify and consult with the union prior to amending the Brock pension plan.

→ Vacation pay calculated based on years of service.

Health & Safety

→ Provide **paid Standard First Aid** CPR C – AED training or recertification **for all workers**

→ CUPE 4207 Representation on the Joint Health & Safety Committee at the Downtown Campus (Marilyn I Walker Campus)

→ Require the employer to **inform** members if there is a “**student at risk**” in their class and to inform members of their rights and obligations.

→ Post room capacity in every room and ensure the employer will inform members of how to deal with situations when attendance exceeds capacity.

Leaves

- 19.01a. – Sick Leave – get rid of the “**each day only once**” provision to allow members access to a full seven days of sick leave per term
- 19.02: **Improve pregnancy and parental leave**; increase paternity leave
- 19.04 **Academic Conference Leave**: Expand right to get leave for participation in academic conferences.
- **19.06**: Grant leave for appointment/election to a union position in any Canadian Labour Congress (CLC) affiliate.
- Domestic violence leave.

Union Administration Issues

- **No discrimination or harassment**: Eliminate reference to the RWLEP.
 - **6.02 (a) Union Dues Report**: The employer will provide an electronic copy in addition to a hard copy every pay period.
 - **6.02 (c) Employee Information Report**: The employer will provide an electronic copy in each pay period, with dues report.
 - **6.04**: The parties will produce 400 copies of the CA.
 - Additional office space for the union.
 - **6.12**: Require the employer to provide orientation packages to members when they sign contracts.
 - **Arbitration**: Eliminate the list of arbitrators that exists in our Collective Agreement
 - **No Strikes or Lockouts**: Add right not to cross a picket line in the event of a strike by another bargaining unit.
 - **11.05**: Add members’ right to be paid for attendance at grievances, and any other investigations for which the member is required or requested to attend under university policies.
 - **15.03 (f)**: Information regarding successful appointments will be provided on a form developed by the union.
 - **19.07 (c)**: The Employer shall pay the wages of members who are granted leave to deal with grievances, arbitrations, and collective bargaining.
 - **19.08 Union Conventions and Seminars**: Increase the number of days to 70/year; increase the number of members who may be granted leave for a department. The employer shall continue to pay wages and any benefits for members on leave.
 - That we ask for a full time book off, at 44 hours per week, to deal with grievances.
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- **Fiscal Advisory**: The employer will provide greater access to financial documents to the union.
 - **Senate** representation
 - **Board of Trustees** representation