



Get Involved

There are several ways to get involved in your union:

- Join or form a Committee
- Attend a General Membership Meetings
- Join Bargaining Support Committee
- Become a Faculty Steward
- Attend CUPE run Education/Training Sessions
- Be an **ACTIVIST** for worker rights



CONTACT US

Main website:
4207.cupe.ca

Bargaining website: **cupe4207bargaining.ca**

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Visit us at MCC 402

Department Bulletin Boards

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Talk to your Faculty Steward:

FAHS: Jeff Cornelissen *jeffrey.cornelissen@gmail.com*

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CUPE 4207



Who is CUPE 4207?

Canadian Union of Public Employees local 4207 represents academic workers at Brock University. The local was organized in 1998 by sessional Instructors, Teaching Assistants and Lab Demonstrators, who wanted to improve their working conditions, that included put a to stop favouritism in hiring and fair wages. The language protecting our working conditions is laid out in a legally binding document called the Collective Agreement.



One Union, Three Units

Our local comprises of three bargaining units, each with its own Collective Agreement.

Unit 1: Sessional Instructors, TAs, Lab Demonstrators, Marker/Graders and Course Coordinators.

Unit 2: Full time Coordinators in ESL (English as a Second Language) Services.

Unit 3: All Instructors in ESL Services

Units 1 & 2 are currently in *bargaining*.
What does it mean?



It means **United we stand!**

Unit 1, the largest bargaining unit, has just started collective bargaining. Their Collective Agreement expired on **September 6, 2016**.

Unit 2, the smallest bargaining unit, has been in negotiations already for a few of months.

Each unit's bargaining committee is negotiating new, improved terms to each unit's contract.

CUPE 4207 Collective Agreement with Brock University contains language that guarantees workers' particular labour rights and standards in the workplace. The C.A. protects our working conditions negotiated by our local up to date.

The union goes into bargaining looking not only to defend what we already fought for, but also addresses issues that our members face in the workplace. The goal of the bargaining team is to negotiate better working conditions for our diverse membership.



Unit 1: What's at stake?

Our members expressed concerns about their working conditions in a survey last winter

- Workload issues
- Job Security – our members have to apply several times a year for jobs even though they have been teaching at Brock for years!

- Post-residency fees for members who completed grad coursework
- Full benefits for all members
- Wage increase to match rise in cost of living
- Access to space and services
- Tuition indexation for grad student members
- Health benefits – half U1 members have none!



Unit 1, know your rights!

Since 1998 we have been fighting for basic labour rights and protections such as

- being paid on time
- leaves of absence such as emergency or academic conference leave
- protection against unjust dismissals
- academic freedom
- transparent hiring practices, e.g., to avoid favouritism
- provisions to protect against overwork
- grievance procedure when a provision in collective agreement is violated
- union representation for members in meetings with employer
- use of office space to do our job properly
- graduate student wage supplement to defer increasing cost of tuition
- real wage gains
- modest dental fund – needs an improvement!
- very limited paid sick leave - needs an upgrade!