

## ☆ What Do We Want?

We want a fair contract!

We're not asking for parity with the best Collective Agreement in Ontario's Post-Secondary Sector. But we need to see some improvements. We're looking for progress on workload, job security, benefits and wages.

## ☆ What Can You Do?

- Check out our CUPE 4207 Bargaining website to stay informed: [cupe4207bargaining.ca](http://cupe4207bargaining.ca).
- Talk with your friends and family, classmates and colleagues, and people around Niagara about our bargaining proposals. Tell them that we are just looking for a fair deal.
- Send a direct message to the Administration at Brock and let them know that you support a fair deal for CUPE 4207!
  - Brian Hutchings (Vice-President, Administration, Acting President of Brock): [bhutchings@brocku.ca](mailto:bhutchings@brocku.ca)
  - John Suk (Chair of the Board of Trustees): [johnsuk@Xigera.ca](mailto:johnsuk@Xigera.ca)
  - Amanda Villella (Manager of Labour and Employee Relations): [avillella@brocku.ca](mailto:avillella@brocku.ca)

**CUPE 4207 is bargaining for a #BetterBrock**



## Who are CUPE 4207 Instructors?

### ☆ We're Instructors who Love to Teach and Share our Knowledge with our Students.

We're the over 200 Instructors at Brock who teach undergrad courses.

We're members of CUPE 4207 Unit 1 along with Teaching Assistants, Lab Demonstrators, Marker/Graders and Course Coordinators.

We're highly educated teachers and bring a wealth of knowledge to the classroom. Many of us hold PhDs. Some of us have been teaching at the university level for many years, even decades.

Instructors perform the same course director work as full-time, tenured Professors (who are members of BUFA - the Brock University Faculty Association). We prepare courses, deliver lectures, lead seminars, work with Teaching Assistants, meet with students and grade papers.

Our Collective Agreement with Brock expired on September 6, and now we're in the process of bargaining for a new agreement with the university administration.

**Our teaching conditions are your learning conditions, so this matters to you!**

## ★ **We're Precariously Employed**

As Instructors, we apply for courses and are hired (or not!) on a term-by-term basis for individual courses, with no job security. From year to year, we don't know what (or if!) we will be teaching. We lack stability and security in our jobs. And we are teaching your courses!

Across Ontario, most Instructors are female. Most have completed a PhD. And most would like to obtain a secure, full-time academic position. However, many universities across Ontario have moved increasingly to a model of part-time, precarious employment. Across Ontario, as older Professors retire, they aren't being replaced with permanent, full-time, tenure-track hires. They're being replaced with precariously employed Instructors with minimal job security, lower salaries and fewer benefits.

## ★ **We're Underpaid and Undervalued**

As an Instructor at Brock, we're paid \$6,188 per half-credit course.

The maximum an Instructor can teach is four half-credit courses. So, the most an Instructor at Brock can earn is \$24,752 (4 x \$6,188) a year. That's a pretty modest salary for an educated professional. As a result, most Instructors work elsewhere, if the work is available. We must combine our teaching at Brock with non-academic work, or piece together teaching contracts at other universities, in other cities. This limits our availability to students and our connection to the Brock University community.

Meanwhile, Instructors at York University are paid \$8,725 per half-year course. That's a difference of \$2,537 per

course! In other words, Instructors at Brock get paid 29% less per course than their colleagues at York University! And we're not even going to mention the salaries of tenured Professors.

## ★ **We're Workers without Benefits**

Instructors at Brock have no prescription drug coverage or vision coverage. If we're lucky enough to get sufficient contracts, we may qualify for a meagre dental plan that covers 80% of dental costs up to only \$500 per year. However, there is a limited pool of money for the dental plan and it's paid on a "first-come, first-served basis" so there is no guarantee that the coverage will be there when we need it. There is no dental coverage (or any other benefits) for our spouses, partners, children or dependents.

This is where the gap between Instructors at Brock and elsewhere becomes extreme. At York University, Instructors (and their families!) have dental benefits of \$3000 per year, vision benefits of \$400 every two years, and paramedical benefits (includes physiotherapists, registered massage therapists and other services) of \$3000 per year.

On top of that, York Instructors have 100% prescription drug coverage for themselves and their families! To repeat, Brock Instructors have zero coverage. Zero. The gap in benefits is huge!

Unlike our colleagues at other Ontario universities, we have few other benefits and funds in our Collective Agreement (such as Childcare Funds, Conference Travel Funds, Professional Expense Reimbursements, Research Grants, Professional Development Funds, etc.) that exist elsewhere.