

CUPE 3906 Unit 3 ~ Ratification Vote Special Membership Meeting ~ July 30, 2009

The information below describes the key gains and provisions agreed during the past 9 months of negotiations toward a first Collective Agreement for Post-Doctoral Fellows at McMaster University, excluding those in Health Science, which are included in the tentative agreement reached between the Union and Employer on July 27, 2009. While many gains have been made, also included is an account of key proposals identified by members that were not agreed to by the employer.

The gains that have been made are the result of the tireless efforts of many active members, whose input and efforts guided and drove the process from beginning to end.

Future gains in the areas still outstanding will require the continued support from all members. This tentative agreement, if ratified, represents not the end, but rather the beginning, of our ongoing work for gains in wages, benefits and working conditions.

I. Monetary Improvements ~

- Each member will receive a \$500 salary top-up within 30 days following ratification and another \$500 salary top-up within 30 days of the one-year CA anniversary date
- New members with contracts of less than 1 year who are not employed on either of these dates will receive a \$500 salary top-up upon the completion of their contract
- The minimum base salary rate has been increased in year 1 by 10% and by nearly 3% in year 2, and a new base salary grid has been developed, with yearly increases averaging approximately 2.5% per year of service, as follows:

Complete Years of Service	Minimum Salary Contract Year 1	Minimum Salary Contract Year 2
Less than 1	\$27,500.00	\$28,250.00
1	\$28,250.00	\$29,000.00
2	\$29,000.00	\$29,750.00
3	\$29,750.00	\$30,500.00
4	\$30,500.00	\$31,250.00
5	\$31,250.00	\$32,000.00

- No member's current salary will be reduced as a result improvements to the base
 - If an employee's university-paid stipend is reduced owing to the employee having secured a grant, and the employee's grant is subsequently reduced or ends, the university will ensure the employee's salary is not reduced as a result
 - If the NSERC minimum stipend for PDFs is increased beyond the CA base stipend, it will become the new base for all employees in the bargaining unit
 - Teaching PDFs will receive a pay top-up of \$5.75/student above 75 in each 3-unit course and of \$11.70 per student in each 6-unit course
 - PDFs who teach 18 units in Unit 3 and are subsequently employed in Unit 2 will be paid at the aggregate seniority rate, valued at \$375 per 3-unit course & \$750 per 6-unit course
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II. Benefits, Paid Vacation and Leaves ~

- All members, including those with contracts of less than 1 year, can enrol in the CUPE 3906 Dental Plan, with employer contributions of \$25 per month from the beginning of their contract until the August 31st following the completion of their employment contract. Employee premiums will be \$11.47/month for single and \$69.67 for family coverage, or less than ½ of current costs to members
- There will be no reduction in other benefits during the life of the Agreement
- Benefits access for members with less than 1-year contracts upon extension to 1 year
- Single and Family UHIP will be employer-paid for all members, including those with less than 1 year contracts
- A \$20,000 per year PDF Support Fund will be established (allowing approximately \$130 per member per year) for things like conference travel, additional benefits for members with less than 1 year contracts, childcare and emergencies
- A \$20,000 Supplemental Benefit Fund will fund will provide Maternity Leave funds of up to \$6,500 per member to be added to EI payments to being members on Maternity Leave to 95% of their base salary for up to 17 weeks
- Employees have access to 2 weeks of paid sick leave (prorated for less than 1 year)
- Employees will have 5 days of paid Bereavement Leave
- Employees will have paid vacation according to the following grid (but will not have their entitlement reduced if it is greater than provided below):

Complete Years of Appointment	Vacation in the Form of business days
Less than 1	Pro-rated equivalent of 15 days
1 but less than 2	15
2 or more	20

- All employees will now be paid for all statutory and university holidays
- Employees are afforded accommodation for religious holidays
- Employees will be able to access the universities Tuition Assistance for Employees programme, and no employee will be charged any tuition fee for PDFs (like at UofT)
- The union and university will work together to negotiate an HSR discount and childcare spaces for members
- Employees will receive notice of lay-off or severance pay, in the event that the portion of the salary paid through their PI's grant is reduced by greater than 20% or discontinued, according to the grid below:

Complete Years of Service	Notice or Pay in Lieu
Less than 1	1 week
1	2 weeks
2	3 weeks
3	4 weeks
4	5 weeks
5	6 weeks

III. Working Conditions ~

- Employees can now be required to work no more than 35 hours per week and receive banked hours (for time off in the future) at a rate of 1.5 hours beyond an average of 44 in a 4-week period
- Following a probationary period, employees can no longer be terminated without cause with 60 days' notice
- All required safety equipment will be provided by the employer at no cost
- Employees have access to union representation in grievances, including recourse to arbitration, including for issues of academic (dis)honesty
- Employees are protected by the university Whistle-Blower policy, Intellectual Property Policy, and other university policies, and no changes can be made to such policies without prior notice to and input from the union
- Employees are protected by extensive health and safety and violence in the workplace language
- Employees are covered by the universities Travel policy, and will be reimbursed for employment-related off-campus travel
- Employees will be paid at their regular rate for travel to and time spent at employment-related conferences
- Employees have the right to a written evaluation and meeting to provide input
- Employees who apply to but are not appointed to Faculty positions will be granted a meeting with a representative of the hiring committee to discuss their application
- Protection for freedom of speech and intellectual discretion
- All required training (such as health and safety training) will be on paid time

IV. Status of Other Key Union Proposals (still to be won in the future) ~

Union Proposal	Employer's Response	
	YES	NO
Pension Plan or RRSP		X
Full Access to Benefits for Less Than 1 year PDFs		X
Right to Equal Participation in Department/Faculty Councils		X
Paid Parental Leave (other than Maternity Leave)		X
Conversion to Permanent Staff/Faculty Positions		X