

Unit 2 Bargaining Bulletin #1 – June 2021

Did you know? Your Collective Agreement expires on August 31, 2021!

Unit 2 members have voted overwhelmingly in favour of ratifying the bargaining priorities presented by your elected Unit 2 Bargaining Team. These priorities will guide our negotiations with the McMaster University Administration, which begins this summer for a new Collective Agreement. The Collective Agreement is the contract that determines your workplace rights (such as wages, benefits, job security, workload, health and safety and more) as a Sessional Faculty at McMaster University. The existing Collective Agreement expires on August 31st, 2021.

The priorities are represented by six categories:

- **Respect, Equity, and Inclusion**
- **Compensation**
- **Job Security**
- **Health and Wellbeing**
- **Workload**
- **Professional Supports and Paid Training**

For more information on what these categories entail, please visit

<https://bettermac.ca/key-issues-unit2/>



— Let's build a better Mac! —

CUPE 3906

Negotiation Sessions are scheduled for six non-consecutive days in August. Your Bargaining Team is currently drafting language to propose to the Employer at these negotiation sessions. The negotiation sessions will follow an Arbitration date in mid-July. The arbitration will give a government-recognized Arbitrator an opportunity to rule on key scope and job/wage pro-ration issues in Humanities that could impact future contracts in the MELD department at McMaster.

Due to ongoing health and safety measures required as a response to COVID-19, our negotiation sessions will be conducted online. Neither the Union nor the Employer prefers online negotiations, but in the interests of moving forward in a timely manner, this is how we must proceed.

Your Bargaining Team will keep you up-to-date on how negotiations are progressing. Please visit www.bettermac.ca to keep up to date with our negotiations. We need you to stay informed and be involved for the benefit of all Sessional Faculty at McMaster. Please contact barginingsupport@cupe3906.org to find ways to get involved and look out for emails regarding Bargaining Support Team meetings. Whether you are pro-union, anti-union, or indifferent, the outcome of these contract negotiations will impact your job. The only way to stop McMaster rolling back previous gains and getting some wins of our own is to make sure they feel the pressure to deliver a fair contract from the whole membership.

CUPE 3906 Bargaining Principles

The membership of CUPE Local 3906 have endorsed the following bargaining principles at a past General Membership Meeting, which the Local has long championed at the bargaining table:

- **DEMOCRACY** – the strength of our union and our ability to win fair collective agreements is a reflection and product of our dedication to participatory democracy including consultation, transparency, elections and member-driven bargaining. We do not bargain in secret and we keep members informed throughout the process.

- **NO CONCESSIONS** – CUPE’s National Executive Board defines a concession occurring “when a local union accepts an employer’s demand for a lesser wage. A concession also occurs when a local union accepts an employer’s demand for a lesser contract provision than previously agreed, without at least receiving a like benefit, or provision of higher value or importance in return. A two-tier contract provision offers a lesser condition of employment for certain employees than for others performing the same work, based solely on their date of hire. Two-tier provisions are always considered a concession, regardless of what may be negotiated in return.” CUPE 3906 will not concede any gain we have made in previous collective agreements.

- **UNIVERSITY WORKERS ARE WORTH IT** – we are the backbone of the academic education system and we deserve respect and to be compensated accordingly.

- **SOLIDARITY** – We understand that our struggle for a better contract is intimately connected to other workers’ struggles here at McMaster, in the university sector, in the public sector more generally and, ultimately, throughout Canadian and global society. We are part of a coordinated bargaining campaign across the university sector in Ontario. We will stand together to ensure strong and fair collective agreements across the province. We support, and are supported by, other unions locally, provincially, nationally and internationally.

Bargaining Support Committee

The Bargaining Support Committee (BSC) exists to support the work of the Bargaining Team. The goal of the BSC is to inform, engage, and mobilize the entire membership of CUPE 3906 in support of the Unit 2 bargaining effort. We need to have an actively engaged membership in order to secure the best possible deal for our Unit 2 members. If you think you might be interested in getting involved in the BSC, feel free to email Rob Jones, Chair of the BSC, at bargainingsupport@cupe3906.org. We will be having bi-monthly meetings throughout the bargaining process. This is a great way to make a difference!

For More Information

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Web: <http://cupe3906.org> + bettermac.ca

Twitter: @cupe_3906 #BetterMac

Facebook: @cupe3906