



Survey Results Breakdown

CUPE 3902 Unit 1 Bargaining 2020-21

Data Problems

Too often respondents could skip a question requiring an answer.

Difficult to trace how many members work overlapping job categories.

Some negative responses to demographic questions.

Scaling individual problems is difficult numerically. High dependence on qualitative answers.

Response Demographics

- 1015 complete responses
 - 810 full-time PhD students.
 - 10 part-time PhD students.
 - 20 post-docs.
 - 138 MA students.
 - 29 undergraduates.
 - 218 international students among respondents.
 - 300 unconfirmed/incomplete responses.
- TA issues predominate.
- Members working multiple job categories aren't well represented.
- Members are primarily dependent on the university as a source of income.

Dominant Issues

- Training transparency: there is a net lack of transparency and procedural compliance to training stipulations in the current CA.
- Hours/expectations balance: members feel like they work too much yet not in ways that are conducive to providing a quality learning environment.
- Hours/academics balance: by the same count, academic expectations of members' programs seem to ignore the implications of being employees.
- Hours inconsistency: the abstract nature of working hours and dynamic work environment make 'hours' an ambiguous metric for measuring workload.
- Lack of appointment standardization: hours issued per contract vary greatly depending on how courses are assigned within an annual appointment.
- Chaotic hiring: the standard is a lack of standard in terms of hiring practices within departments and across departments.
- Lack of award incentives: departments clawback on awards and often limit additional work, forcing members to find employment beyond the university.

Labour Action Items

Based on findings, members want to improve or defend the following at the bargaining table:

- Reduce work, increased funding (93.5% want this!)
- Actionable improvements to CA language:
 - Clear mechanisms to access protections and CA provisions.
- Mental health improvements.
- Standardization of work-funding structure.
- Hiring transparency.
- Training transparency.

Reported Pandemic Challenges

- Work environment impacted more than workload:
 - Mental health of members affected due to pandemic.
- Work mechanics minimally affected:
 - Despite lack of training, online teaching hasn't been catastrophic.
- Student-Member relationship strained by lack of mental health assistance training:
 - Lack of training is the cause but there seem to be reservations about adding these duties to existing ones.

Any Questions?

Please note that further statistics and qualitative data are referred to in the Bargaining Platform Presentation, forming the basis of our proposals!

