



CUPE 3902 Unit 3 Bargaining Priorities

Preamble: The following priorities pertain to our upcoming round of collective bargaining for CUPE 3902, Unit 3. By endorsing bargaining priorities, we affirm our collective intention to work together, to engage with the process, to support our elected bargaining team, and to organize ourselves in pursuit of our aims.

We are bargaining in a particularly difficult context this round, as we must contend with the Conservatives' union-busting [Bill 124](#). This bill, among other things, limits our collective bargaining gains in wages and compensation to no more than 1% per year for three years. With the opportunity for financial gains severely limited, the Employer will have to work hard to impress us in other, non-monetary issues, such as job security, equity, and the non-financial aspects of healthcare and benefits.

Our priorities reflect both the concerns of the membership (as expressed by members in the Bargaining Survey and through their communication with the Local) and the realities of Bill 124's impact on bargaining. Despite the unfair financial limitations the Bill imposes, our colleagues in Units 1, 5, and 6 have paved the way with their own successful rounds of bargaining, proving that significant non-monetary gains are there to be won, if we remain committed to our priorities and dogged in our pursuit of them.

Your Bargaining Committee is committed to winning gains in each of the priorities listed below and beyond.

BARGAINING PRIORITY #1: Job Security

- **Pathway to permanence** – a reasonable path to permanent employment for all members, regardless of rank

- **Improvements to and expansion of Advancement language**
 - make the Advancement process faster, easier, more transparent;
 - include all teaching experience (including outside UofT) and SIA experience toward advancement decisions
 - strengthening job security language for all levels of Advancement, especially Sessional Lecturers II and Writing Instructors II-Priority

- o establishing a clear and fair Advancement process for Music Instructors
- **Strengthening employment continuity from contract to contract**
 - o Hiring language for all members that is less open to bias, prioritizing prior experience teaching the course
 - o Language that encourages the Employer to work with the Local to waive posting positions for which an experienced candidate already exists (i.e., reduce the time we have to reapply for our work)

BARGAINING PRIORITY #2: Compensation

- **Wage increases across the board**
 - o *Note that, because of Bill 124, we are prohibited from seeking wage gains above 1%*
- **Grow the Unit 3 Fund**
 - o *Note that, because of Bill 124, we are prohibited from seeking wage gains above 1%*
- **Getting fair compensation for additional work**
 - o A variety of proposals that will seek compensation for
 - work performed beyond the contract
 - supervising TAs
 - teaching large courses
 - teaching a course for the first time
 - transitioning a course from in-person to online and vice versa
 - retroactive pay for the significant burden of transitioning to online teaching during the 2020-2021 period

BARGAINING PRIORITY #3: Healthcare and Benefits

- Improve our access to **healthcare**
 - o Establish a defined benefits plan for all members
 - o Increase the Healthcare Spending Account
 - *Note that, because of Bill 124, we are prohibited from seeking increases above 1%*
 - o Improve coverage for dependents
 - o Introduce a rollover of unused funds for individuals
 - o Reduce the number of hours required to access benefits
 - o Expand mental health coverage
 - o Expand the scope of treatments considered eligible for remuneration
- Gain access to an established **Pension Plan** superior to the current GRRSP
- Attain parity or beyond with recent Unit 1 gains around **Leaves**, such as Pregnancy and Parental Leave; Surgery, Hospitalization, and Serious Physical or Mental Illness Leave; Domestic or Sexual Violence Leave; and Sick Leave, that

are more compassionate, practical, provide stronger job security and financial continuity for members

BARGAINING PRIORITY #4: EQUITY, FAIRNESS, and DIGNITY

- Improving language that addresses **sexual assault and harassment** in the workplace, employer accountability, protecting whistleblowers, and more
 - Seek parity (at a minimum) with recent Unit 1 gains in this area, e.g.,
 - No time limits on filing sexual violence or harassment reports under the University's policy
 - Grievances alleging sexual violence or harassment can be filed after the contract ends, even if you are no longer a member
 - Process to file reports under the University's policy and grievances are streamlined, made easier for complainants
 - Better union representation throughout the reporting and grievance
- Fairer posting, hiring, and distribution of hours for **hourly employees's (e.g., SIAs, Writing Instructors, Music Professionals)**
- Establishing a mechanism for **auditing and holding to account** hiring units with chronic disregard for the Collective Agreement
- Equivalent access to our Faculty colleagues to Departmental resources, office space, storage, lounge and meeting space and administrative support

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