

## CUPE 3903 calls No Board

On Monday, March 19, in response to the Local's successful strike mandate vote, the Employer tabled a number of new proposals. These include a wage offer of 2% per year; a counter-offer on our Post-Retirements Benefits proposal of \$56,000 in year 1, \$70,000 in year 2, and \$84,000 in year 3; an increase to our existing Psychological Counseling Benefit (from \$500 to \$1000) and the expansion of coverage to include Psychoanalysis, Psychotherapy, Social Workers, and Family Therapist Psychiatry; the removal of their concessionary offer on tenure-track Conversions (increasing their offer from one to two per year), and a revised Long Service Teaching Appointments (LSTA) proposal, which changes the language from "up to five positions a year" to a "minimum of five positions a year" with the option for renewal. The Employer also agreed to a few of our less substantive proposals for Unit 3, including our request for Bereavement Leave and protections ensuring Unit 3s need not testify against other Bargaining Unit Members at grievance or disciplinary meetings. *Simply put, we saw more movement in one day after a successful strike mandate vote than we did in the previous four months of negotiations!*

While we appreciate this most recent move, bargaining remains at an impasse. **None of these proposals substantively address our priorities as asserted at our General Membership Meeting on February 8th.** Indeed, while the Employer describes its most recent pass as a "Memorandum of Settlement" that "substantively addresses" all of our priority concerns – mimicking the proposed settlement we tabled on March 13th – **this most recent package from the Employer includes NOTHING on**

- ★ **Post-Residency Fees** (reduced tuition for those no longer taking courses)
- ★ a **Minimum Funding Guarantee for Graduate/Research Assistants** (funding currently ranges from \$6000-9000, \$8000 or more less than TAs)
- ★ **Continuing Appointments for CUPE faculty** (a one-course guarantee for all those who have taught at this level for two+ years)
- ★ **anti-clawback language** (protections insuring our non-taxable income isn't rolled-back in response to wage gains).

This is to say nothing of our **class-size proposal** and our **employment equity plan**, both of which have been all but ignored by the Employer: their last counter-offer on equity was nothing more than the inclusion of a "disclaimer" on all contracts indicating that York takes employment equity seriously and that Members can find a non-existent plan at an as yet undetermined web address.

Moreover, while the Employer believes its present offer of two Conversions and five LSTAs per year to be "real movement", we strongly disagree. *In the past we have had as many as eight Conversions per year and our previous contract set out a minimum of seven LSTAs.* This makes their present offer of five LSTAs concessionary. More

specifically, while the Employer's Bargaining Team is correct to suggest that "renewability" could mean more than five LSTAs per year, *their present offer includes qualifications language that could be used to limit this number.*

For all these reasons, after a full day of bargaining on Monday, March 19, 3903's Bargaining Team requested that our conciliator, Jim Breckenridge, file a "No Board Report", indicating that we and the Employer are too far apart to reach an agreement through conciliation. This report is to be filed with the Ministry of Labour on Monday, at which time the 17 day "cooling off" period will begin, **putting the Local in a LEGAL STRIKE position as of April 12th. While we hope to reach an agreement prior to this date (bargaining continues during the "cooling off" period), both the Executive and Bargaining Team feel that the only way to ensure the Employer begins to address our priority concerns is to set a BARGAINING DEADLINE.**

**We meet the Employer and Conciliator again on Thursday March 22 and Friday March 23.** If an agreement is not reached in these two days, conciliation will become mediation, giving Mr. Breckenridge a slightly stronger mandate to bring the parties together. In other words, **while the next few weeks are technically referred to as the "cooling off" period, we hope negotiations will "heat up".** Towards this end, on Thursday **the Bargaining Team will be tabling a response that both reflects recent discussions in conciliation and will again set out a total compensation package of 12% over three years** (roughly 4% per year, the low end of our usual gains in a non-strike year) inclusive of both wages and our priority proposals described in the above – a deal not dissimilar to that recently offered by the University of Toronto and accepted by our neighbour local, CUPE 3902.

**There are several ways for all Members to help push this process along.** First, all bargaining meetings are open for Members to observe – the more presence the Local has at bargaining the more likely it is that the Employer will take our demands seriously. Read about open bargaining: <http://3903.cupe.ca/www/openbarg> Another way to effect change is to join the Executive – there are several positions that will be open at the end of March: <http://3903.cupe.ca/executive/201213electionexec> Lastly, joining the Stewards Council / Strike Mobilization Committee ensures you and your colleagues a greater say in how mobilization unfolds in the coming weeks. For information about upcoming meetings, contact Sarah Hornstein, Chief Steward Unit 2 at [Cupe3903chiefsteward2@members.cupe.ca](mailto:Cupe3903chiefsteward2@members.cupe.ca) or Sidrah R. Laldin, Chief Steward Unit 3 at [Cupe3903chiefsteward3@members.cupe.ca](mailto:Cupe3903chiefsteward3@members.cupe.ca)