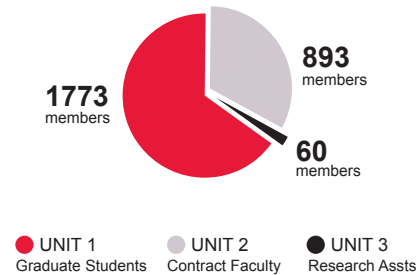


REALITY CHECK

ARE U1s NEXT IN LINE TO BE AXED? Vote No to make sure Unit 1 does not disappear the way Unit 3 did in 2016.

YorkU Snapshot

MEMBERSHIP IN THE PRECARIAT
 Winter 2018



source: York Administration

30% TUITION REBATE FOR ASSESSED GRADES?

If students are only getting 70% of their final grade with assessed grades, then students should only pay 70% of their tuition, considering they are only getting 70% of the learning experience. <http://currentstudents.yorku.ca/assessed-grades>

UNSPIN THE ADMIN

Straightening out the spin from York U admin

York surplus means cuts to classroom funding... !?

York University is posting a 2017 budget surplus of \$ 36.4 million. Yet, York University is refusing to re-invest 25 % (9 M\$) each year in classroom funding for the next three years?

Worse. York University is trying to cut back some funding to its teaching staff, who are delivering the core business of this educational institution: ensuring student's success.

Even the permanent (tenured) faculty members (YUFA) appear to be opposed to some of the University's offer (SRCs).

The current stalemate is the result of York's admin hardball approach to bargaining.

More info: <https://tinyurl.com/YorkUFinancials2017>

NO BACK-TO-WORK PROTOCOL: HOW DECEPTIVE CAN THE YORK U ADMIN BE?

No Pay, No Protections, is basically what having no back-to-work protocol in York's current offer translates to. No wonder increasing numbers of members are growing wary about how deceptive the employer's latest claims are.

A Yes vote would simply mean signing a blank check with absolutely no guarantees, with an employer whose only intent seems to be slashing our benefits and hard-balling all the way.

No pay. No back-to-protocol means it is highly unlikely CUPE 3903 members would get paid for the work that is still left in their contract.

No Protection. More concerning, members would not be protected from reprisals, either from the employer for participating in the strike or from the Union for working during the labour dispute.

No guarantee. York may say that they will honour pay and protections without a protocol, but as we have seen again and again, if there is no negotiated agreement, signed by both parties, there is no guarantee.

Arbitration. Even in binding arbitration, we would have more say over the terms of our return to work.

A NO vote is a vote for a negotiated back-to-work protocol that includes pay and protections.

3903 Social Media

Website: <http://3903.cupe.ca>
 Twitter: <http://twitter.com/cupe3903comms>
 Facebook: <http://www.facebook.com/CUPE3903>
 Instagram: [cupe3903](https://www.instagram.com/cupe3903)
 YouTube: <http://tinyurl.com/3903YouTube>
 Blog: <http://tinyurl.com/3903OnlineHQ>
 StrikeInfo: <http://tinyurl.com/York>

Twitter Hashtags

#CUPE3903 #3903bargaining
 #StrikeToWin #YorkStrike
 #YorkUStrike #YorkUStrike2018
 #CanLab #ReclaimYorkU

3903 Contact Info

Strike Hotline: 416-466-8421
 Mon-Fri 9 am – 1 pm
 Media Hotline: 437-288-6165
 Bulletin:
cupe3903comms@gmail.com

BETTER DEAL WITH ARBITRATION

The deal can only get better following a No Vote, April 6-9, 2018.

The employer will be pressured to finally bargain in good faith, after failing to do so for the last six months.

If bargaining were to fail and we are legislated back to work, an arbitrator would probably settle on the status quo, meaning an agreement would likely be equal to our current Collective Agreement. Arbitration would likely mean no concessions, no cuts, no clawbacks from the employer.

VOTE NO BECAUSE SAME OFFER

The current offer by the employer is largely unchanged compared to the offer that union members turned down with a large majority on March 2, 2018. So April 6-9, members will reject this similar offer once again and vote No to the Rat Vote, because this is why they went on strike for the last four weeks: to get a better deal.

Fact sheets for Unit 1, 2 and 3 available on pg 2 and 3.

VOTING NO TO THE “RAT VOTE”

Why the current offer needs to be rejected, because it is the same as the offer voted down on March 2, 2018. More info: <https://tinyurl.com/OfferSummary>

UNIT 1

York’s refusal to commit in writing that they won’t change how Unit 1 funding works for the life of the collective agreement indicates clearly that there are plans for future changes.

Fellowship model. York has refused to include a Letter of Intent to include the Fellowship Model in the Collective Agreement, which means this core funding would not be protected and could be arbitrarily changed unilaterally, without us having any say. In the end, this could mean the employer has plans for future changes, which is what MAs had to swallow in 2016.

Late payments. York is rejecting a proposal to establish a deadline/penalty for late payments.

UNIT 2

Conversions. Only two conversions a year are offered, meaning a 75 % cut compared to the current 8 conversions and a major step backwards for job security.

CSSPs. The Continuing Sessional Standing Program (CSSP) desperately needs to be improved.

LSTAs. Only 7 Long Service Teaching Appointments per year; 3 or 5 years at discretion of hiring unit; 3 full course equivalents per year.

SRCs. Modified version of the Special Renewable Contracts program (higher

More Tickets. The employer is asking to increase courses taught by Unit 1s (“tickets”) to 55. These tickets are poorly remunerated for a lot of work, and take work out of Unit 2.

Funding Clawbacks. York could claw back the entirety of one’s minimum guarantee (around \$5,400.00) from money earned through scholarships

Grant-In-Aid. York could remove Grant-In-Aid from monthly pay cheques and combined with Graduate Funding Assistance to be paid once a semester, making monthly pay cheques lower.

workload, lower pay); 5 per year allocated through application process; 5-year term, potentially renewable through onerous process for another 5 years. YUFA would need to approve this program and they have said they “will not accept” York’s proposal.

Increased Tickets. Increased Unit 1 tickets to 55 would take work away from Unit 2 members.

Qualifications. Arbitrary changes to qualifications are unfair and discriminatory.

UNIT 3

Job cuts. More than 90% of the Unit has disappeared and needs to be restored, to reverse serious impacts on accessibility of graduate education and loss of health benefits (Dental, Vision, Extended Health-Care.)

Very Few GAs. \$80,000 incentive fund for principal researchers is far from the 800 GA cuts: in addition, while maxing

out at at \$2,000/principal investigator, that means a third of the value of regular GA of \$6000 per principal investigator.

Grant-In-Aid. Removed Grant-In-Aid from monthly pay cheques and combined with Graduate Funding Assistance to be paid once a semester making monthly pay cheques lower.

ALL UNITS

Health Benefits. No increase to dental, vision, or paramedical care. These benefits have not increased in the past two rounds of bargaining and are not keeping up with rising costs.

- York has also refused to include coverage for orthodontics.
- York has offered to include coverage up to \$1000 for dental implants (beginning in 2019) within the already existing \$3000 dollars allocated for dental benefits.
- The only notable increase to benefits is an increase of \$40,000 to the Extended Health Benefits Fund.

Childcare. “York isn’t in the childcare business,” says the employer, while many Canadian employers understand

that childcare supports a healthy workplace and employees’ mental health.

- Keele: York is refusing an adequate increase to the operating cost of the Lee Wiggins (Student Centre) Childcare Centre.
- Glendon / Markham: York refuses a letter of intent to discuss the feasibility of childcare facilities at Glendon and Markham campuses.
- York offers a \$60,000 increase to the Childcare Fund, currently at \$200,000 per year.

#MeToo. Employer is refusing to fund a Sexual Violence Survivor’s Fund, while hiding behind an institutional response that is widely known to be lacking.

RESOURCES:

York’s Offer vs CUPE 3903 Proposals: <https://tinyurl.com/ComparativeChart>
 York’s Offer Summary: <https://tinyurl.com/YorkOfferSummary>
 CUPE Current Proposal: <https://tinyurl.com/CUPEProposalMarch20>
 Collective Agreement 2014-17: <https://3903.cupe.ca/resources/collective-agreement/>