

## Union tables new offer; employer tables concessions

As discussed at the last two SGMMs, **late this afternoon**, in an unprecedented move, **the Bargaining Team offered the Employer a time-limited Memorandum of Settlement.**

In past rounds, the Local's preferred strategy has been to make incremental movements while awaiting a formal offer from the Employer that gets taken to a General Membership Meeting for consideration shortly prior to a strike deadline. With the end of the semester nearing, however, and the summer semester hanging in the balance, **the Bargaining Team and Executive is trying to expedite the process, informing the conciliator at 4 pm that the Local has prepared a Memorandum of Settlement.**

Our settlement sets out a total compensation package of **12% over three years**, just less than that recently agreed to by 3902 (U of T). Included within this proposed settlement is a wage increase of 2% per year for three years as well as language covering all four priority areas passed by the Membership on February 8<sup>th</sup>. While the proposed wage increase of 2% is both less than inflation and less than that won in 2008, both the Bargaining Team and Executive felt that **wage gains could be sacrificed this round in exchange for** the **revival of Post-Residency Fees** (reduced fees for graduate students who no longer take courses), the **elimination of wage claw-backs** (offset language), the **creation of continuing appointments for CUPE Unit 2 members**, and **guaranteed funding packages for Graduate and Research Assistants** that bring them closer to parity with Teaching Assistants.

**We have asked the Employer to respond to our Memorandum of Settlement on Thursday**, however we have no guarantee that they will. In the meantime we urge Members to come out and **vote in favour of a strike mandate**. We believe that a strong showing at the polls this week will help encourage the Employer to take our proposed settlement seriously.

### **Also at the bargaining table today...Concessions!**

After a month of silence the Employer today finally responded to our February 15<sup>th</sup> proposal package by putting forward a series of amendments to their earlier November 11<sup>th</sup> non-monetary proposals package. The long and the short of it is this: They have now *removed nine concessions from their original package*, including their proposal to increase the number of Unit 1 course directorships from 45 to 100 and their proposal to introduce contract sign-back deadlines of five to ten days for Unit 1 and 3 members. This is the good news. Here is the bad.



Immediately after removing these proposals the Employer put forward **two new concessions**. First, they have **proposed a reduction in the number of Unit 2 conversions** (promotions to tenure-track positions) from two to one per year, the lowest number since the program began in 1987. Second, in response to our request for **renewable Long Service Teaching Appoints or LSTAs** (three year, three course contracts for our most senior members) **the Employer tabled a reduction in the total number of these contracts from seven to “up to five” per year**. What is more, while they did include the option for a one-time renewal of these positions (at the Employer's discretion), they have also proposed that **all LSTA positions be subject to new qualifications requirements. This represents a serious and troubling change to the nature of the LSTA program**. At present, these positions are assigned based on service (hence Long Service Teaching Appointments) and are meant to recognize the long-standing commitment of our members to the university.

This is the Employer's approach to conciliation.

We again urge members to come out and vote in favour of a strike mandate. ***With new concessions now on the table we must demonstrate our strength and solidarity!*** Voting runs until Friday, March 16<sup>th</sup> at Keele Campus in the Vari Link from 9-5 and at Glendon outside of the York Hall Cafeteria from 11-3. Please spread the word!

