

**February
2010**

INFORMATION ON BARGAINING

Dalhousie Negotiations Move to Conciliation R. Lanning

- Dalhousie Update
- MSVU update
- SMU update
- Website for cupe updates

On 3 February, the Union applied to the Dept. of Labour for a conciliator to assist us and the University to reach a negotiated settlement for a new Collective Agreement. This is a normal course of action when it is evident that further meetings of the two parties alone will not be fruitful. We are in the same situation at Mount Saint Vincent University.

Among the outstanding issues at Dalhousie are the following:

1. Many members who are categorized as Markers are doing work that is actually the work of Teaching Assistants; there is almost a \$7 difference between the two wage rates. The Union has proposed tightening the definitions of these two categories to avoid this problem. The University's position is that the distinction is already clear and needs no adjustment.

One thing on which both par-

ties agree: when Markers suspect they are doing more than grading tests or exams, this should be reported to the Union and to the University.

Still, in our view the problem should be addressed by more definitive language in the Collective Agreement to protect our most poorly paid members.

2. Pay increments for all members. **See box on page 2.** The University is crying poor primarily because their pension plan is underfunded. This is a plan that serves full-time employees well – faculty, administrators, maintenance and other employees. Only at a bargaining meeting in January was the Union told that a very small proportion of our members could have access to that Plan – those who have managed to earn \$16,520 or more in each of the last two years.

Certainly the members of CUPE 3912 are not responsible for the underfunding of Dal's pension plan but we have been told at the bargaining table to expect little or nothing in wage increases because the pension plan is underfunded.

We didn't cause their pension crisis; why should we pay for it?

3. Lastly, the Union is seeking disability funding for part-time faculty who become incapacitated during the course of their contract. We have provided Dalhousie with information about this benefit that is already included in our Agreement with Saint Mary's. So far, Dalhousie wants to tie this benefit to their overall consideration of the economic package.

INFORMATION MEETINGS AT DAL SUB

March 3: 5:30 to 7:30pm 224 SUB

March 4: 1 to 3 pm 224 SUB

Please come to one of these sessions!!

What about SMU?

Negotiations at Saint Mary's have so far gone well. We have scheduled an all-day bargaining session on 25 February. Our goal is to conclude negotiations at that meeting.

A decent annual increase at each of the three universities for part-time faculty would amount to less than the salary and benefits of one junior tenure-track full-timer.



INFORMATION MEETINGS AT DAL SUB

March 3: 5:30 to 7:30pm 224 SUB

March 4: 1 to 3 pm 224 SUB

Please come to one of these sessions!!

See below for MSVU

www.cupe3912.cupe.ca



Come to one of these Information Meetings at MSVU

Conciliation is the next step at MSVU

R. Lanning

**March 8 2-3:30pm
Seton 507**

**March 9 5:30-7pm
Seton 308**

Another Newsletter will follow our next meetings or discussions - as soon as we know anything more we will be in touch! In the meantime keep watching our website for any changes—we may still meet before conciliation, if the other side decides to move!

On 3 Feb. the Union applied to the Dept. of Labour for a conciliator to assist us and the University in reaching a negotiated settlement for a new Collective Agreement.

This is a normal course of action where it is evident that further meetings of the two parties alone will not be fruitful. We are in the same situation at Dalhousie University.

Among the outstanding issues at MSVU are the following:

1. While the University has withdrawn many of their proposals on Article 13 on appointments, their response to

the Union's proposals on that Article have been generally negative. Issues such as an increase in the number of courses we could teach, an increase in the course cancellation fee and their intention to hang on to Article 13.7 – use of the Chair's discretion in hiring – still need to be addressed.

2. Pay increments for on campus courses. **See box below.**

3. Pay increments for distance courses.

4. A Pension Plan.

5. The Union is seeking disability funding for part-time faculty who become incapacitated during the course of their contract. We have provided the Mount with information about this benefit that is already included in our Agreement with Saint Mary's. So far, the Mount wants to tie this to our agreement on other issues.

6. A revision in Article 1 that would explicitly disallow individual agreements between the University and individual members.

Dalhousie	SMU	MSVU	NSCAD	Acadia
\$10,425	\$10,425	\$10,225	\$11,000	\$11,200
Expired 08/09	Expired 08/09	Expired 08/09	Expires 06/11	Expires 06/10

Stipend increases

We have yet to have a serious discussion at any of the three universities on stipend increments for teaching. The Union's decision to apply for a conciliator for further negotiations at MSVU was based on the range of outstanding issues noted in this newsletter. For Dalhousie the decision was taken because of outstanding issues and the Universities cry of poverty early in negotiations. The whining about the recession never seems to stop among those already making excellent salaries with benefits and pension

plans. But our members should note that just prior to the greed-induced recession, in June 2008, the full-time faculty at NSCAD signed a 4-year deal with increments of 2.5, 3.0, 3.0 and 3.5%.

In August 2009, well into the economic "crisis" SMU full-time faculty signed a 3-year deal with increments of 3.15, 2.9 and 2.9% for Assistant and Associate professors, 2.9% in each year for Full professors. Note part-time faculty stipends for full course equivalent teaching at the top of each scale and contract expiry dates above.