

Comparison Chart for Western Post-Doctoral Fellows: Benefits of Unionization

Union Status	Non-Unionized		Unionized		
Issues	University of Western (Post-Doctoral Fellows)	University of Western (Post-Doctoral Associates)	Queen's University	McMaster	Memorial
Salary Base (Minimum)	0%	\$31,840/year (2015) with 1% annual increases	\$31,000/year (2013), with 1.75% and 2% raises (Currently in bargaining)	\$30,861.00-\$34,957.00 (based on years employed) with 2% yearly increase in Level 1 base salary	\$30,500/year with 2% and 3% increases
Health and Dental Benefits	PDFs eligible to enroll in GSA plan; premium paid by plan member, no extended benefits	Up to \$1200/year of reimbursement for health, vision and dental costs; up to \$1000 accessible for emergencies	Full employer-paid health and dental coverage under University staff benefits plan	Employer-paid benefits for Post-Doctoral Fellows with appointments of 12 months or more include: OHIP/UHIP (where necessary), health, dental, group life and out-of-province	Employer pays 50% of the premium; PDF eligible for Health, Dental, Basic Life, Basic Accidental Death and Dismemberment, Dependent Life Insurance
IP Protection	Not protected by any mechanism; IP owned by University in many cases	Claim to IP is proportional to contribution; mechanism to address disputes	Claim to IP is proportional to contribution; mechanism to address disputes	Makes University policy contractually binding	Makes University policy contractually binding
Protection of Academic Freedom	No	Yes	Yes	Yes	Yes
Discipline/Grievances	No process with guaranteed timelines; required to self-represent	Three-stage process with access to union representative	Three-stage process with access to union representative	Three-stage process with access to union representative	Three-stage process with access to union representative
Hours of Work	Not binding	Right to refuse 50+ hours/week; Right to extra pay for 162+ hours/month; 1.5 times hourly wage for anything over 173 hrs/month	Right to refuse 50+ hours/week; Right to extra pay for 162+ hours/month; 1.5 times hourly wage for anything over 173 hrs/month	Right to refuse 50+ hours/week; 1.5 times hourly wage for anything over 173 hrs/month	Time and a half for over 160 hours/month
Leaves of Absence	Vacation policy at discretion of supervisor; other leaves per Ontario Employment Act	Guaranteed in Agreement: 3+ weeks vacation; bereavement, court, family, medical, religious observance, reservist, sick, union leaves.	Guaranteed in Agreement: 3+ weeks vacation; bereavement, court, family, medical, religious observance, reservist, sick, union leaves.	15-25 days vacation (depending on years of employment); bereavement, sick, religious observance and special leaves	Sick, bereavement, compassionate care, reservist, court, union, pregnancy and parental leaves
Maternity Leave Top-Up	No	To 95% of earning for 15 weeks	To 100% of earnings for 20 weeks	To 95% of earnings for 2 weeks; composite EI and University paid-benefits for 17 weeks	No
Paternity Leave Top-Up	No	To 95% of earnings for 15 weeks	To 100% of earnings for 15 weeks	No	No