

Changes in Employer Offer

	March 1 Offer	March 7 Offer
Unit 1		
GFA and Summer Minimum	Both increased; see table below	Additional increases; see table below
Ticket hiring process	Process agreed, but no equity consideration	Process agreed, and LMC will get report on applicants and appointees who are members of employment equity groups
Unit 2		
Conversions	3 per year (9 total)	8 per year (24 total), of which a minimum of 6 of those 24 will be appointed to the professorial stream
Qualifications	No change	A joint sub-committee will be struck to discuss issues and concerns related to postings
LSTA	6 per year	7 per year
Continuing Sessional Program	<ul style="list-style-type: none"> -Program Eligibility: Average of 2.5 Type 1 or equivalent courses over the previous 3 consecutive years -Available positions filled by senior incumbent applicant -Pay-out eligibility: Avg. of 2 Type 1 courses over previous 8 years -Get pay-out if work falls below 50% of 8 year average -Pay-out (if less than avg. workload): 1/8 Type 1 for each course less than average; pay-out is one time only -If workload is less than avg. a second time, you can elect to receive severance payment from the program 	<ul style="list-style-type: none"> -Program Eligibility: Average of 2.0 Type 1 or equivalent courses over the previous 3 consecutive years -Available positions filled by senior qualified applicant -Pay-out eligibility: Avg. of 2 Type 1 courses over previous 5 years -Get pay-out if work falls below 2/3 of 5 year average -Pay-out (if less than avg. workload): 1/4 Type 1 for each course less than average for first time; 1/8 Type 1 for each course less than average for second time -if workload is less than avg. a third time, you can opt-out of the program, but no severance

UNIT 3		
GFA and Summer Assistance	Both increased; see table below	Additional increases; see table below
ALL UNITS		
LGBTQ	No recognition for equity group	If any other employee group on campus has LGBTQ designated as an employment equity group, then it shall be added for CUPE 3903
Childcare	Increase from \$40,000 to \$50,000 in per year subsidies for each of the two campus childcare centres	2014-15: Increase from \$40,000 to \$50,000 in per year subsidies for each of the two campus childcare centres 2015-16: Establish new childcare fund of \$200,000 for direct member benefits; decrease subsidy funds to each childcare centre from \$50,000 to \$40,000 2016-17: Maintain funds at the same level as 2015-16
Fund Protection	Change indexation for membership numbers from 2008 to 2011	Change indexation for membership numbers to a two collective agreement lag, so that current agreement will use 2008 numbers
Return-to-work protocol	No protocol discussed	No loss in pay; no reprisals for participation in strike activity; protocol is grievable

Unit 1 GFA and Summer Funding

		Graduate Financial Assistance (F, W, S)				U1 Summer Min. Guarantee
		International		Domestic		
		MA1 or PhD1-2	MA2 or PhD3-6	MA1 or PhD1-2	MA2 or PhD3-6	
Mar. 1 offer	Current	\$775	\$925	\$590	\$740	\$5,000
	2014	\$875	\$1,025	\$600	\$751	\$5,063
	2015	\$975	\$1,150	\$609	\$762	\$5,126
	2016	\$1,085	\$1,295	\$618	\$774	\$5,190
Mar. 7 offer	Current	\$775	\$925	\$590	\$740	\$5,000
	2014	\$875	\$1,025	\$610	\$765	\$5,125
	2015	\$1,085	\$1,295	\$630	\$790	\$5,253
	2016	\$1,085	\$1,295	\$649	\$814	\$5,384

Unit 3 GFA and Summer Funding

		Graduate Financial Assistance (F, W)				Summer Funding
		International		Domestic		U3 Summer Assistance
		MA1 or PhD1-2	MA2 or PhD3-6	MA1 or PhD1-2	MA2 or PhD3-6	
Mar. 1 offer	Current	\$775	\$925	\$590	\$740	\$1,750
	2014	\$875	\$1,025	\$600	\$751	\$1,776
	2015	\$975	\$1,150	\$609	\$762	\$1,803
	2016	\$1,085	\$1,295	\$618	\$774	\$1,830
Mar. 7 offer	Current	\$775	\$925	\$590	\$740	\$1,750
	2014	\$875	\$1,025	\$610	\$765	\$2,250
	2015	\$1,085	\$1,295	\$630	\$790	\$2,250
	2016	\$1,085	\$1,295	\$649	\$814	\$2,250