

March 31, 2015 Summary of Tentative Agreement (by Unit)

Unit 1 Collective Agreement Gains:

- **Tuition Fees-International and Domestic:** Members will receive additional funding to offset any tuition increases above 2012 tuition rates (note: 2012 rates are the same as 2001 rates - \$5500 for domestic, and \$11,900 for international). This means that once we return to work, international student members paying 2014 rates will receive funding in an amount equivalent to the tuition increase. This funding cannot be in the form of needs-based bursaries, and will not be contingent on additional work. Further, tuition fees for all graduate students at the University are frozen at current 2014-15 levels for the life of the agreement.
- **Including LGBTQ as an equity group:** LGBTQ will be added as an Employment Equity group under the collective agreement, and under the 3903 Employment Equity plan. The 3903-York joint Employment Equity Committee will meet within 3 months to discuss how to implement this change. Also, since Unit 1 and 3 have established LGBTQ as an equity-seeking group, it will now apply to Unit 2 as well.
- **GFA and Summer Minimum guarantee:** For GFA, 40% increase for international students by 2015-16, and 10% increase for domestic students by 2016-17. For summer minimum, 8% increase for all U1 members by 2016-17 – see table below
- **Childcare direct benefit:** new childcare fund of \$200,000 per year, starting in 2015-16; for 2014-15, an additional \$10,000 each to the two on-campus childcare centres
- **Health Care Extension:** members now covered for 5 months after the end of their last contract (up from 4 months)
- **Wages:** 1.5% wage increase per year
- **Equity and Hiring:** new hiring process for Unit 1 course directorships (“tickets”); information about equity group status of applicants and appointees will be communicated to the joint Labour Management Committee
- **Equity Training:** Employer will work toward developing mandatory training on anti-sexual violence for members
- **Extra year funding for people with a disability:** guarantee of a full-TAship if you had a full-TAship in the previous year, but still subject to approval of the FGS Dean’s office
- **Trans Fund:** increase of \$10,000
- **Extended Health Benefits Fund:** increase of \$15,000 in 2014-15, additional \$15,000 increase starting in 2015-16
- **Ways & Means Fund:** increase \$15,000 in 2014-15, additional \$15,000 increase starting in 2015-16

Unit 3 Collective Agreement Gains:

- **Tuition Fees-International and Domestic:** Members will receive additional funding to offset any tuition increases above 2012 tuition rates (note: 2012 rates are the same as 2001 rates - \$5500 for domestic, and \$11,900 for international). This means that once we return to work, international student members paying 2014 rates will receive funding in an amount equivalent to the tuition increase. This funding cannot be in the form of needs-based bursaries, and will not be contingent on additional work. Further, tuition fees for all graduate students at the University are frozen at current 2014-15 levels for the life of the agreement.
- **Including LGBTQ as an equity group:** LGBTQ will be added as an Employment Equity group under the collective agreement, and under the 3903 Employment Equity plan. The 3903-York joint Employment Equity Committee will meet within 3 months to discuss how to implement this change. Also, since Unit 1 and 3 have established LGBTQ as an equity-seeking group, it will now apply to Unit 2 as well.
- **Minimum guarantee:** minimum funding increase of 21% for domestic students (MA1: \$8117→\$9840; MA2: \$8417→\$10,200) and 25% for international students (MA1: \$8487→\$10,594; MA2: \$8787→\$11,014) by the third year. These amounts are made up of GA wages, GFA, and Summer Assistance. Please note, many U3 members already receive more than these minimum amounts in total funding. However, these increases will provide a significant increase to the members who are currently receiving the least funding in the Unit. Also, all U3 members, regardless of their funding package, will see at least a \$1250 increase this year due to the increased summer assistance.
 - **Increased Summer Assistance:** increase from \$1750 to \$3000, to take effect immediately
 - **GFA increase:** 40% increase for international students, and 20% increase for domestic students by 2016-17 – see table below
 - **Wages:** 1.5% wage increase per year
- **Childcare direct benefit:** new childcare fund of \$200,000 per year starting in 2015-16; for 2014-15, an additional \$10,000 each to the two on-campus childcare centres
- **Health Care Extension:** members now covered for 5 months after the end of their last contract (up from 4 months)
- **Equity training:** Employer will work toward developing mandatory training on anti-sexual violence for members
- **Equity and Hiring:** new hiring process for Graduate Assistantships
- **Trans Fund:** increase of \$10,000
- **Extended Health Benefits Fund:** increase of \$15,000 in 2014-15, additional \$15,000 increase starting in 2015-16
- **Ways & Means Fund:** increase \$15,000 in 2014-15, additional \$15,000 increase starting in 2015-16

GFA and Summer Funding Improvements

Unit 1 GFA and Summer Funding

| | Graduate Financial Assistance (F, W, S terms) | | | | U1 Summer Min. Guarantee |
|---------|---|---------|-----------------|--------|--------------------------|
| | International | | Domestic | | |
| | MA1-2 or PhD1-2 | PhD3-6 | MA1-2 or PhD1-2 | PhD3-6 | |
| Current | \$775 | \$925 | \$590 | \$740 | \$5,000 |
| 2014-15 | \$875 | \$1,025 | \$610 | \$765 | \$5,125 |
| 2015-16 | \$1,085 | \$1,295 | \$630 | \$790 | \$5,253 |
| 2016-17 | \$1,085 | \$1,295 | \$649 | \$814 | \$5,384 |

*U1 members receive the GFA once per term (i.e. 3 times per year)

Unit 3 GFA and Summer Funding

| | Graduate Financial Assistance (F, W terms) | | | | Summer Funding |
|---------|--|---------|----------|-------|----------------------|
| | International | | Domestic | | U3 Summer Assistance |
| | MA1 | MA2 | MA1 | MA2 | |
| Current | \$775 | \$925 | \$590 | \$740 | \$1,750 |
| 2014-15 | \$875 | \$1,025 | \$630 | \$790 | \$3,000 |
| 2015-16 | \$975 | \$1,150 | \$670 | \$840 | \$3,000 |
| 2016-17 | \$1,085 | \$1,295 | \$708 | \$888 | \$3,000 |

*U3 members receive the GFA in the Fall and Winter terms (i.e. 2 times per year)

Back-to-Work Protocol

- Members will receive 100% of their pay for the Winter term
- No discipline, discrimination or reprisals of any kind for participation in the strike
- The Employer will not charge any interest on tuition payments missed during the strike
- Supervisors must discuss and agree to workload for the rest of the term; usual overwork provisions apply in case extra work is required
- Any violations of this protocol are grievable