

March 7, 2015 Summary of Employer's Last Offer (by Unit)

Unit 1

Priority Area Improvements:

- **Tuition Fees-International and Domestic:** tuition fee freeze at current 2014-15 levels for the life of the agreement – see Tuition Language Indexation chart
- **Wages:** 1.5% wage increase per year
- **Health Care Extension:** members now covered for 5 months after the end of their last contract (up from 4 months)
- **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

Other Gains:

- **Childcare direct benefit:** new childcare fund of \$200,000 per year, starting in 2015-16; for 2014-15 only, an additional \$10,000 each to the two on-campus childcare centres
- **Including LGBTQ as an equity group:** if any other employee group on campus has LGBTQ designated as an employment equity group in their collective agreement, then it shall be added for CUPE 3903
- **GFA and Summer minimum guarantee:** increases in amounts for both international and domestic students – see table below
- **Trans Fund:** increase of \$10,000
- **Extended Health Benefits Fund:** increase of \$15,000 in year 1, additional \$15,000 in year 2
- **Ways & Means Fund:** increase \$15,000 in year 1, additional \$15,000 in year 2

Unit 2

Priority Area Improvements:

- **Conversions (Professorial and Alternate stream):** 8 per year (24 total); a minimum of 6 of those 24 will be appointed to the professorial stream, with the rest to the alternate stream
- **NEW Continuing Sessional Status (CSS) program:** Members are accorded CSS status once they have taught at an average of 2.0 courses over 3 years. Once in the program, members get access to earlier posting and appointment to courses available in January. After teaching for 5 years in a row at an average of 2.0 courses, the CSS member is eligible for a pay-out in the event that their workload drops below 2/3 of their 5 year average. The pay-out is as follows:
 - 1st time: 1/4 of the value of the contracts below the average
 - 2nd time: 1/8 the value of the contracts below the average.
- **LSTA:** offered 7 LSTAs per year (up from 5 per year)
- **Course Design:** a new payment of \$4000 for designing a new full course, or for transforming a full course into an online version; a payment of \$2000 for a half-course
- **Childcare direct benefit:** new childcare fund of \$200,000 per year starting in 2015-16; for 2014-15 only, an additional \$10,000 each to the two on-campus childcare centres
- **Equity training:** Employer will work toward developing mandatory training on anti-sexual violence for members, but there would be no additional payment for this training for U2 members
- **Including LGBTQ as an equity group:** if any other employee group on campus has LGBTQ designated as an employment equity group in their collective agreement, then it shall be added for CUPE 3903
- **Health Care Extension:** agreed to members being covered for 5 months after the end of their last contract (up from 4 months)
- **Qualifications language:** A joint Labour Management sub-committee will be struck to discuss issues and concerns related to postings
- **Better hiring practices:** Agreed to equity consideration in cases of Long-Service Override and/or equivalent seniority

Other Gains:

- **Wages:** 1.5% wage increase per year
- **Copyright/Intellectual property:** agreed to new language (based on Osgoode Hall Faculty Assoc. contract)
- **Post-retirement benefits:** expand eligibility to include members who draw pension but don't retire at the same time; retirees under this article can now keep email access, though no increase in per person benefit amount or total post-retirement benefits amount

- **Incumbency:** length of incumbency increased from 36 months to 42 months for members of the Affirmative Action pool
- **Trans Fund:** increase of \$10,000
- **Extended Health Benefits Fund:** increase of \$15,000 in year 1, additional \$15,000 in year 2
- **Ways & Means Fund:** increase \$15,000 in year 1, additional \$15,000 in year 2

Unit 3

Priority Area Improvements:

- **Tuition Fees-International and Domestic:** tuition fee freeze at current 2014-15 levels for the life of the agreement – see Tuition Language Indexation chart
- **Childcare direct benefit:** new childcare fund of \$200,000 per year starting in 2015-16; for 2014-15 only, an additional \$10,000 each to the two on-campus childcare centres
- **Increased Summer Assistance:** increase from \$1750 to \$2250
- **Provide minimum guarantee:** minimum funding increase of 12% for domestic students (MA1: \$8951; MA2: \$9311) and 16% for international students (MA1: \$9705; MA2: \$10125) by the third year ← these amounts are made up of the GA wage, the GFA and the Summer Assistance amounts
- **Including LGBTQ as an equity group:** if any other employee group on campus has LGBTQ designated as an employment equity group in their collective agreement, then it shall be added for CUPE 3903
- **Equity training:** Employer will work toward developing mandatory training on anti-sexual violence for members, but there would be no additional payment for this training for U2 members
- **Equity and Hiring:** new hiring process for Graduate Assistantships, but no explicit employment equity group consideration

Other Gains:

- **GFA increase:** increases in amounts for both international and domestic students – see table below
- **Trans Fund:** increase of \$10,000
- **Extended Health Benefits Fund:** increase of \$15,000 in year 1, additional \$15,000 in year 2
- **Ways & Means Fund:** increase \$15,000 in year 1, additional \$15,000 in year 2

GFA and Summer Funding Summary

Unit 1 GFA and Summer Funding

	Graduate Financial Assistance (F, W, S)				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	\$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	MA2	MA1	MA2	
Current	\$775	\$925	\$590	\$740	\$1,750
2014	\$875	\$1,025	\$630	\$790	\$2,250
2015	\$975	\$1,150	\$670	\$840	\$2,250
2016	\$1,085	\$1,295	\$708	\$888	\$2,250