**Unit 1**

**Priority Areas:**

* **International Tuition Fees:** no change on fees, but slightly higher Grad Financial Assistance for international members (see GFA/Summer Assistance table below)
* **Wages:** 1.5% wage increase
* **Improved Maternity Leave:** no change
* **Tuition Rebate:** no rebate for recent tuition increase, but tuition will not increase further over the life of the collective agreement
* **Year-long Health Care:** no to year-long, but agreed to members being 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, but no employment equity group consideration
* **Equity Training:** No agreement to 5 hours of mandatory training, but willing to work toward developing mandatory training on anti-sexual violence (but not on Accessibility for Ontarians with Disabilities Act, or Occupational Health and Safety)

**Other Issues/Proposals:**

* Extended Health Benefits Fund increase: $15,000 in year 1, $15,000 in year 2
* Ways & Means Fund increase: $15,000 in year 1, $15,000 in year 2
* Trans Fund increase: $10,000 in year 1
* Childcare direct benefit: not agreeable to direct benefit; offered increase in funds (from $80,000 to $100,000) for on-campus childcare centres instead
* Including LGBTQ as an equity group: no, refuse to include
* GFA increase: 1.5% increase per year (see GFA/Summer Assistance table below)
* Summer Minimum guarantee: 1.5% increase per year (see GFA/Summer Assistance table below)

**Unit 2**

**Priority Areas:**

* **Qualifications language:** no movement on deeming long-serving members qualified, or restricting qualifications that can be required for positions
* **Course Design:** for designing a new full course, or transforming a course into an online version, a payment of $4000
* **Alternate Stream positions:** no guarantee or additional consideration for U2 members
* **Continuing Sessional Status:** No agreement to Union proposal of continuing stability; Employer proposing earlier posting and appointment for courses available in January, only for incumbent applicants who have taught at an average of 2.5 course over 3 years, which would take these courses out of circulation of grievance/seniority process
* **Improved maternity leave:** no movement
* **Childcare direct benefit:** not agreeable to direct benefit; offered increase in funds (from $80,000 to $100,000) for on-campus childcare centres instead
* **Equity training:** No agreement to 5 hours of mandatory training, but willing to work toward developing mandatory training on anti-sexual violence (but not on Accessibility for Ontarians with Disabilities Act, or Occupational Health and Safety); there would be no additional payment for this training for U2 members
* **Capping class size:** No, not willing to discuss
* **Including LGBTQ as an equity group:** no, refuse to include
* **Year-long health care:** no to year-long, but agreed to members being covered for 5 months after the end of their last contract (up from 4 months)
* **Better hiring practices:** Agreed toequity consideration in cases of Long-Service Override and equivalent seniority
* **Conversions:** offered 3 conversions per year
* **LSTA:** offered 6 LSTAs per year (up from 5 per year)

**Other Issues/Proposals:**

* Wages: 1.5% wage increase
* Post-retirement benefits: No increase in per person benefit amount or total post-retirement benefits amount; but 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
* Incumbency: length of incumbency increased from 36 months to 42 months for members of the Affirmative Action pool
* Contractually limited appointments: no movement from Employer on Union proposal that half of CLAs should go to CUPE-2 members
* Copyright/Intellectual property: new language (based on Osgoode Hall Faculty Assoc) proposed, but not agreed to yet
* Extended Health Benefits Fund increase: $15,000 in year 1, $15,000 in year 2
* Ways & Means Fund increase: $15,000 in year 1, $15,000 in year 2
* Trans Fund increase: $10,000 in year 1

**Unit 3**

**Priority Areas:**

* **International Tuition Fees:** no change on fees, but slightly higher Grad Financial Assistance for international members (see GFA/Summer Assistance table below)
* **Childcare direct benefit:** not agreeable to direct benefit; offered increase in funds (from $80,000 to $100,000) for on-campus childcare centres instead
* **Improved maternity leave:** no movement
* **Increased summer funding:** offered 1.5% increase per year
* **Including LGBTQ as an equity group:** no, refuse to include
* **Tuition Rebate:** no rebate for recent tuition increase, but tuition will not increase further over the life of the collective agreement
* **Equity Training:** No agreement to 5 hours of mandatory training, but willing to work toward developing mandatory training on anti-sexual violence (but not on Accessibility for Ontarians with Disabilities Act, or Occupational Health and Safety)
* **Provide minimum guarantee:** no, not willing to discuss
* **Equity and Hiring:** new hiring process for Graduate Assistantships, but no employment equity group consideration
* **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 Issues/Proposals:**

* Extended Health Benefits Fund increase: $15,000 in year 1, $15,000 in year 2
* Ways & Means Fund increase: $15,000 in year 1, $15,000 in year 2
* Trans Fund increase: $10,000 in year 1
* GFA increase: 1.5% increase per year (see GFA/Summer Assistance table below)

**GFA and Summer Funding Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|   |   | Graduate Financial Assistance (U1&U3) | Summer Funding |
|   |   | International | Domestic | U1 Min Guarantee | U3 Summer Assistance |
|   |   | MA1 or PhD1-2 | MA2 or PhD3-6 | MA1 or PhD1-2 | MA2 or PhD3-6 |
| Employer | Current | $775  | $925  | $590  | $740  | $5,000 | $1,750 |
| 2014 | $875  | $1,025  | $600  | $751  | $5,063 | $1,776 |
| 2015 | $975  | $1,150  | $609  | $762  | $5,126 | $1,803 |
| 2016 | $1,085  | $1,295  | $618  | $774  | $5,190 | $1,830 |
|   |   |   |   |   |   |   |   |
| Union | Current | $775  | $925  | $590  | $740  | $5,000 | $1,750 |
| 2014 | $1,085  | $1,295  | $708  | $888  | $5,444 | $5,444 |
| 2015 | $1,085  | $1,295  | $708  | $888  | $5,444 | $5,444 |
| 2016 | $1,085  | $1,295  | $708  | $888  | $5,444 | $5,444 |

Note: The difference in overall monetary value is substantial, mainly because there are many more domestic student members of U1 & U3 (2600) than international student members (230). For example, for the Graduate Financial Assistance costs only, the Employer’s proposal increases the value of the contracts by only $360,000, while the Union’s proposal increases the value of the contracts by $2,900,000.