

**CUPE 3903 Bargaining Proposal Package 2017**

<b>Wages and Benefits (34 Proposals)</b>				
<b>#</b>	<b>Article Number</b>	<b>Prior Collective Agreement Language</b>	<b>Proposed Change</b>	<b>Proposed Collective Agreement Language</b>
1	U1 10.04.1 U2 10.04 U3 10.02	New	Wages	4% wage increase each year of the collective agreement
2	U1 10.04.4 U2 10.04.7 U3 10.05 (new para)	New	Penalize employer for late pay cheques	For any appointment that has commenced, where the Employer fails to remit payment on the regular pay day the Employer shall pay an additional 10% of the monthly salary for the appointment per month to the Employee as a penalty.
3	U1 15.12.2 and 15.12.3 U2 15.12.2 and 15.12.3 U3 15.09.01 and 15.09.02	<p>15.12.2 The employer agrees to contribute annually to operating costs of the Student Centre Childcare facility. In each year of the collective agreement, the amount allocated shall be \$37,000. By September 30 of each academic year the employer will allocate \$40,000 to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. For 2014-15 only, this subsidy amount shall be \$50,000, instead of \$40,000. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee</p> <p>15 13 3 - By September 30 of each academic year the Employer will allocate \$40,000 to the York Co-operative Day Care Centre to be used for subsidies for members of CUPE 3903 who use the services of the facility and who are awaiting approval of their Metropolitan Toronto Social Services subsidy or whose subsidy is inadequate For 2014-15 only, this subsidy amount shall be \$50,000, instead of \$40,000 An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee</p>	Campus Childcare Facilities	<p>The Employer agrees to contribute annually to operating costs of the Student Centre Childcare facility. In each year of the collective agreement, the amount allocated shall be \$80,000. By September 30 of each academic year the Employer will allocate \$80,000 to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. For 2014-15 only, this subsidy amount shall be \$50,000, instead of \$40,000. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee</p> <p>The Employer agrees to contribute annually to operating costs of the York Co-operative Day Care Centre facility. In each year of the collective agreement, the amount allocated shall be \$80,000. By September 30 of each academic year the Employer will allocate \$80,000 to the York Co-operative Day Care Centre to be used for subsidies for members of CUPE 3903 who use the services of the facility and who are awaiting approval of their Metropolitan Toronto Social Services subsidy or whose subsidy is inadequate. For 2014-15 only, this subsidy amount shall be \$50,000, instead of \$40,000. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee</p>

4	Letter of Intent All Units	<b>New</b>	Campus Childcare Centres at Markham and Glendon Campuses	<p>Mindful of the connections between accessible education, job security and affordable childcare, the employer confirms its intent to develop adequate childcare services for CUPE 3903 members and the wider York University community at both Glendon and Markham Campuses during the life of this contract, 2017 to 2020.</p> <p>The employer shall develop accessible and affordable childcare services at Glendon Campus immediately. The employer shall 1) locate and secure a suitable and accessible location for the childcare facility on Glendon campus and 2) fund the initial construction, development and staffing of the childcare facility in accordance with the rules and regulations set out by the Child Care and Early Years Act, 2014. The Employer agrees to contribute annually to operating costs of the Glendon childcare facility. In each remaining year of the collective agreement, the amount allocated shall be \$80,000. Additionally, once the childcare facility has become operational, the Employer will allocate \$80,000 a year for the remaining years of the contract to the Glendon Childcare facility to be used for subsidies for members of CUPE 3903 who use the services of the facility. These childcare services will be developed in consultation with CUPE 3903 and other community groups that have a vested interest in accessible and affordable childcare at Glendon Campus. Failure to follow through on the development of an accessible and affordable childcare facility at Glendon campus during the life of this contract will result in a \$350,000-dollar donation to CUPE 3903's childcare fund.</p> <p>The employer shall develop accessible and affordable childcare services at Markham Centre Campus during the next contract period, 2017 to 2020. Although Markham Centre Campus will not be operational until 2021, the employer shall 1) locate and secure a suitable and accessible location for the childcare facility on Markham Centre campus and 2) fund the initial construction, development and staffing of the childcare facility in accordance with the rules and regulations set out by the</p>
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				Child Care and Early Years Act, 2014. These childcare services will be developed in consultation with CUPE 3903 and other community groups that have a vested interest in accessible and affordable childcare at Markham Centre Campus. If final plans or budgets for the Markham Centre Campus are approved by York's decision-making bodies without the inclusion of a childcare facility at Markham Centre Campus, the employer will make a \$350,000-dollar donation to CUPE 3903's childcare fund.
5	U1 15.13.4 U2 15.12.4 U3 15.09.03	A Childcare Fund in the amount of \$200,000 will be made available in each of 2015-2016 and 2016-2017. The administration of the Fund will be referred to the Joint Labour Management Committee	Increase to the Childcare Fund	Effective September 1, 2017, the \$200,000 allocated to this fund will be increased to \$400,000. Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.
6	U1 15.26, U2 15.28 U3 22	Effective September 1, 2011 the Employer will provide to CUPE 3903 a total amount of \$100,000 to assist CUPE 3903 to fund and administer its own plan or arrangement for benefits not covered by the collective agreement. Effective September 1, 2012 increase the total amount to \$150,000. Effective September 1, 2014, the total amount will be increased to \$170,000, and effective September 1, 2015 the total amount will be increased to \$180,000 per year	Increase Extended Health Benefits	Effective September 1, 2017 the Employer will provide to CUPE 3903 a total amount of \$300,000 in each year of the agreement to assist CUPE 3903 to fund and administer its own plan or arrangement for benefits not covered by the collective agreement.
7	U1 10.14 U2 10.11 U3 10.10 (1)	The Employer shall contribute toward the yearly administration cost and eligible claims under an Administrative Services Only ("ASO") Group Dental Plan for each employee	Dental	The employer shall contribute toward the yearly administration cost and eligible claims to the amount of \$5000 dollars a year per employee under an Administrative Services Only ("ASO") Group Dental Plan. Orthodontics and dental implants shall be considered an eligible expense under the ASO Group Dental Plan.
8	U1 10.17.1 U2 10.14.1 U3 10.10 (3)	The employer shall contribute toward the yearly administration cost and claims under an ASO Group Vision Care Plan for each employee	Vision	The employer shall contribute toward the yearly administration cost and claims under an ASO Group Vision Care Plan to the amount \$2000 every two years for each employee
9	U1 10.20 U2 10.16, U3 10.10 (5)	<b>New</b>	Paramedical	The employer shall contribute toward the yearly administration cost and claims under an ASO Group Paramedical Plan for each employee. The employer will pay

				100% of the costs, up to a maximum of \$5,000 per specialty and an overall combined maximum of \$10,000 per person per benefit year for all paramedical specialists including, but not limited to: licensed psychologists and social workers, licensed massage therapists, licensed physiotherapists, licensed naturopaths, licensed chiropractors, licensed podiatrists and chiropodists including the full cost of all orthotics, licensed psychoanalysts, licensed psychotherapists, licensed family therapists, licensed psychiatrists, licensed acupuncturists, licensed audiologists, licensed occupational therapists and shiatz.
10	U1 10.19 U2 10.17 U3 10.09(6)	<b>New</b>	Automatic Enrolment in Benefits Plan for all Members	All bargaining unit members shall be automatically enrolled in the dental, drug, vision, paramedical and family benefits plan. The Employer shall notify employees by October 1 (or Feb 1 for the winter term or for June 1 for the summer term) that they can add eligible dependents to their benefits plan. The benefits enrolment booklet and dependent change form shall be included with the written offer of employment.
11	U1 10.19 U2 10.17 U3 10.09(6)	For employees in the priority pool other than PhD 6 whose employment is in one term only such that there will be a gap of no more than eight months before their next Unit 1 appointment, they will have Dental, Drug and Vision benefits coverage extended for up to eight months rather than four months . As an administrative matter, any claims after the first four months and before the end of the eight months would not be submitted until the employee returns to work and eligible claims would be promptly paid thereafter.	Provide year-round coverage for all members	For employees who have held a contract for any period in a given academic year, they shall be eligible for all health-related benefit coverage for that full academic year (i.e. Sept. 1-Aug. 31)
12	U2 15.26	The Employer agrees to provide post-retirement benefits coverage for Unit 2 members retiring after December 31, 2008, and their dependents at the time of retirement, in the form of a retiree health care spending account as follows: a) each retiree's health care spending account will have an annual limit of \$1650; b) the total annual Employer contribution to cover post-retirement benefits over the term of this collective	Post-Retirement Benefits	The Employer agrees to fully fund drug, dental, vision care, and other negotiated benefits at the level of the current CA for Unit 2 members retiring after December 31, 2008, and their dependents at the time of retirement.

		agreement is a maximum of \$56,000 in 2011-12, \$70,000 in 2012-13, and \$84,000 in 2013-14 . Any unspent portion of the Employer's annual contribution will be carried forward to the next year.		
13	U1 10.22 U2 10.19 U3 10.09(8)	New	Access to EFAP	The Employer shall provide full and free access to all members and their family to the Employee Assistance Program (EFAP) for the full academic year in which an employee has held a contract.
14	U1 10.15.3 U2 10.12.3 U3 10.10 4	New	Continuous Coverage from Sick Leave to LTD	The employer agrees to ensure that members covered under this plan receive uninterrupted coverage between the end period of sick leave and the start of LTD.
15	U3 10.10.4 U1 10.15.1 U2 10.12.1	The Employer shall contribute towards the yearly premiums of the existing UNUM Long-Term Disability Plan or another Long-Term Disability Plan that provides at least the same level of benefits as the existing UNUM plan (the "LTD Plan") for employees who meet the criteria in (i) and (ii) below:  (i) has at least four months of service to the University and will earn at least \$8,200 (if the fall/winter earnings are less than \$8,200, the previous summer's earnings will be taken into account to determine eligibility); and  (ii) is not covered by another employer-paid long-term disability plan, shall be enrolled in the LTD Plan	Add LTD coverage to U3 & reduce earnings requirement	The Employer shall contribute towards the yearly premiums of the existing UNUM Long-Term Disability Plan or another Long-Term Disability Plan that provides at least the same level of benefits as the existing UNUM plan (the "LTD Plan") for employees who meet the criteria in (i) and (ii) below: (i) has at least four months of service to the University and will earn at least \$2,000 (if the fall/winter earnings are less than \$2,000, the previous summer's earnings will be taken into account to determine eligibility); and (ii) is not covered by another employer-paid long-term disability plan, shall be enrolled in the LTD Plan  All provisions concerning the establishment or maintenance of the UNUM Long Term Disability Plan shall be governed by the Labour/Management Committee. It is further recognized and understood that the representatives of the union are equally entitled to being involved in the processing of claims by the members of the Plan including directly interacting with the representatives of the carrier, any third-party broker, and all administrators of the employer handling administrative matters relating to such claims. It is recognized that members may initiate claims by way of contact through the union
16	LTD Plan Text	Members receive 66% of wage at time of disability/leave	Increase LTD payment	Members receive 80% of wage at time of disability/leave.
17	U1 17.07 U2 17.07 U3 16.09	Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a female employee shall be entitled to paid maternity leave of up	Paid Maternity Leave	Upon written request to the Chair/Dean/Director indicating the expected date of delivery, an employee shall be entitled to paid maternity leave of up to thirty five thirty-fifths of the

		to seventeen thirty-fifths of the period of her Appointment Contract(s). Requests for Maternity Leave will be made as soon as practicable, and normally no later than one month before the intended start-date of the leave		period of her appointment contract(s). Requests for Maternity Leave will be made as soon as practicable, and normally no later than one month before the intended start-date of the leave.
18	U1 17.21 U2 17. 23 U3 16.20	New	Sexual Violence and/or Gender-Based Violence Leave	<p>An employee shall be eligible for gender-based and/or sexual violence leave if they are prevented, by the long-term physical and emotional trauma that stems from being a survivor of gender-based or sexual violence, their normal assigned duties. To qualify for gender-based and/or sexual violence leave the employee must have notified their supervisor as to the expected duration of the leave and, if requested to do so, provide proof of ongoing physical or emotional trauma in the form of an appropriate certificate signed by a qualified practitioner. Under no circumstance will the nature or extent of the gender-based and/or sexual violence experienced by the survivor have to be disclosed to the employer and the employer will ensure complete confidentiality regarding the nature of the employee's leave. In the case of an extended absence, the employee, to the best of their ability, shall keep their supervisor informed of the anticipated date of the employees return.</p> <p>If the employee satisfies the above, they shall suffer no reduction in pay for sick leave of up to a total of eight-thirty-fifths of the period of their Appointment Contract(s). In the fall/winter session, one thirty-fifth equals one week in time off and one week in salary. In all other sessions, one thirty-fifth equals one week in time off, but one thirty-fifth of the salary of the employee's appointment contract(s).</p> <p>For employees with at least four months of service to the University, earning a minimum of \$8,200, a gender-based and/or sexual violence leave supplement of up to four months in time off, including the paid gender-based and/or sexual violence leave entitlement as provided for in ARTICLE NUMBER, shall be granted by the Dean/Principal or designate upon submission of an appropriate certificate signed by a legally qualified practitioner that such additional sick leave is required. Again, under no circumstance will the</p>

				<p>nature or extent of the gender-based and/or sexual violence experienced by the survivor have to be disclosed to the employer and the employer will ensure complete confidentiality regarding the nature of the employee's leave.</p> <p>Where an employee has exhausted their gender-based and/or sexual violence leave and any other leave entitlement under this agreement, they may be eligible for Long Term Disability.</p> <p>Where an employee who qualified for and received LTD benefits returns to work they shall be credited for applicable prior experience during the period of their leave accrued at a rate equivalent to the greater of the average rate of accrual during the two twelve-month periods immediately preceding the leave, or the rate of accrual at the point of the commencement of the leave.</p>
19	U1 15.06.2 U2 15.05.2 U3 11.07.2	New	Cover Public Transit Costs	The employer will reimburse employees 100% for all public transit costs.
20	U1 15.06 U2 15.05 U3 11.07	When an employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for those reasonable costs of travel to and from the off-campus place of work which are in excess of the normal costs of travel to and from the employee's principal residence and the York University campus. Automobile expenditures in this regard shall be reimbursed at a rate of \$.45per kilometre in excess, or whatever kilometreage policy is in effect, whichever is the greater.	Increasing mileage rate and tying to CRA recommended rate; include parking costs	<p>When an employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for those reasonable costs of travel to and from the off-campus place of work which are in excess of the normal costs of travel to and from the employee's principal residence and the York University campus. Automobile expenditures in this regard shall be reimbursed at the automobile allowance rate, as set and amended from year to year by the Canada Revenue Agency.</p> <p>When an employee is employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for the parking costs associated with that place of work.</p>
21	U2 12.18.5	New	Provide notice for practicum placements	In the Department of Nursing, Placement confirmations including both the location and the day of the week, shall be posted four (4) weeks in advance of the start date. Anything

				less than 4 weeks' notice shall be subject to 10% compensation.
22	U1 15.28 U2 15.29 U3 11.12	New	Provide partial refund for campus residence cost	All members of the bargaining unit who reside in university housing on York University campuses shall receive, for each month in which they reside there, \$200 per month as a partial reimbursement for rental payments.
23	U1 20.01 U2 20.01 U3 18	Effective September 1, 2011 the \$10,000 allocated to this Fund will be increased to \$20,000. Effective September 1, 2014 \$30,000 will be allocated to this Fund. Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.  In addition, \$10,000 will be allocated to the Fund each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).	Increase Ways and Means	Effective September 1, 2017 the \$30,000 allocated to this fund will be increased to \$40,000. Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.  In addition, \$30,000 will be allocated to the Fund each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).
24	U1 15.29 U2 15.30 U3 26	New	Sexual Violence Survivor Fund	Effective September 1, 2017, the Employer will provide to CUPE 3903's Trans Feminist Action Caucus a total amount of \$100,000 each year to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence.
25	U1 15.28	New	Accessible Course Content Fund	In each year of the collective agreement the Employer shall allocate \$50,000 to the Accessible Course Content Fund for the purpose of offsetting the cost of any supplies, resources, and technology used by the bargaining unit employee for the purpose of making any and all course content accessible in compliance with the Accessibility for Ontarians with Disabilities Act. Applications to the fund shall be managed by 3903 and an annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.
26	U1 15.21 U2 15.23 U3 25.01	New	Increase to Trans Fund	Effective September 1, 2017, \$100,000 will be allocated to this Fund annually. Allocations from the Fund will be made by the Union. An annual report on the disbursement of

				monies shall be submitted in writing to the Labour Management Committee
27	U1 15.30 U2 15.31 U3 27	New	Racial Discrimination Fund	York will support the tracking of racial discrimination experienced by members of 3903 on campus through a fund to the amount of \$40,000 to help all unit members meet obligations during this stressful time. The fund will be set up and administered by the union. A report of disbursement of funds through the LMC will be made to York.
28	U1 15.04.1	Authorized Replacement:...Such authorized replacement is intended to fill short-term emergency staffing needs normally not exceeding one month during the fall/winter session or an equivalent period during any other session	Ensure the minimum guarantee is not offset by replacement work	All wages earned as a result of such authorized replacement shall not count towards the minimum guarantee.
29	U2 12.20		Mandate compensation for extra days worked.  New maximum work hours for nursing in particular	Where an employee is required to conduct a make-up exam, or make-up practicum day, work an additional day or attend an orientation, they shall be compensated at the marker/grader rate for each hour worked.  Existing Clinical Course Directors in the Department of Nursing will have a maximum of 16 hours per academic year in orientation. New Clinical Course Directors will have a maximum of 24 hours per year in orientation.  Employees contracted as CCDs in the Department of Nursing shall be expected to work 12 week contracts. Anything in addition should be paid at the marker/grader rate.
30	U2 12.23	New	Payment for graduate student committee work	Contract faculty who serve on master theses, major research papers, and/or doctoral dissertation committees according to OCGS and FGS regulations and, if applicable, graduate program regulations, must be reimbursed for such committee work at the rates specified in Appendix O of the YUFA Collective Agreement, and shall be subject to article 12.04.V
31	U2 12.23	New	Payment for undergraduate directed reading course and senior	Contract faculty who supervise undergraduate students in a course of directed reading or in a senior thesis must be reimbursed at a rate of two-sixths the value of a full course

			theses	directorship at the prevailing rate per student. Contract faculty shall be eligible for all appointments involving supervision of undergraduate students that are performed by full-time faculty members in individual hiring units. These appointments shall include both for-credit and non-for-credit courses offered by the departments, and shall include Honours Thesis courses, Research Practicum courses, Supervised Reading courses, and all other similar offerings. Where it is normally expected that an undergraduate student shall by herself identify a suitable supervisor for the course, Contract faculty approached by students shall not be refused appointment to the respective position by the hiring unit, provided a member has the demonstrable capacity to serve in the supervisory role, equally to, but not necessarily exceeding the one expected from full-time faculty members in the department. Applicable Prior Experience (APE) for these appointments will be equal to that accrued by full-time faculty members for appointments in these positions in respective departments, as per current workload documents used in individual hiring units. The remuneration for these appointments shall be calculated by prorating the prevailing CD rate for the APE as described above, and shall be subject to article 12.04.V
32	U1 10.03.2 U2 10.03.2	For employment insurance purposes only a course instructor for a 6-credit course will be deemed to have worked 535 hours. Other assignments will be pro-rated.	Increase hours for EI	For employment insurance purposes only, a course instructor for a 6-credit course will be deemed to have worked 600 hours. Other assignments will be pro-rated.
33	U2 15.22	Employees who, over the past three years, have held an average of 2 .5 type 1 or equivalent positions per year will be eligible to apply for a waiver of the tuition fees for degree credit courses offered by York University on behalf of their spouse and dependent(s) at the domestic rate in accordance with the University's Academic Fee Waiver Policy, which may change from time to time. For clarity, "dependent" is defined as any individual eligible to be claimed as a dependent for York University Benefits Plan purposes."	Lowering the eligibility for the Tuition Waiver for Spouses and Dependents	Employees who, over the past three years, have held an average of 2 type 1 or equivalent positions per year will be eligible to apply for a waiver of the tuition fees for degree credit courses offered by York University on behalf of their spouse and dependent(s) at the domestic rate in accordance with the University's Academic Fee Waiver Policy, which may change from time to time. For clarity, "dependent" is defined as any individual eligible to be claimed as a dependent for York University Benefits Plan purposes."

34	U2 Letter of Understanding	...shall receive 3/35 of the grid rate in the severance year for the position of course director for each year of service in which the employee held at least one Type 1 or equivalent position in the bargaining unit.	Add severance pay	...shall receive 6/35 of the grid rate in the severance year for the position of course director for each year of service in which the employee held at least one Type 1 or equivalent position in the bargaining unit.
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**Tuition and Funding (14 Proposals)**

#	Article Number	Prior Collective Agreement Language	Proposed Change	Proposed Collective Agreement Language
35	U3 New Letter of Intent	New	Provide minimum guarantee of \$15,000 per year for U3 members	All members of the bargaining unit shall have a minimum guarantee of \$10,000 per year of extra funding above and beyond the guaranteed 0.5 GAship. Such funding may be in the form of scholarships (excluding York Entrance Scholarships), fellowships, or assistantships.
36	U1 10.12	<p>Beginning in the Fall of 2012 all members of the bargaining unit who are visa students shall receive for each term in which they are registered full time and pay fees \$775 per term. Beginning in the Fall of 2014 this amount will increase from \$775 per term to \$875 per term; beginning September 1, 2015 this amount will increase to \$1085 per term. Beginning in the Fall of 2012 visa students in the second year of the priority pool or a later year in the priority pool will receive in each term for which they are registered and pay fees \$925 per term. Beginning in the Fall of 2014 this amount will increase from \$925 per term to \$1025 per term; beginning September 1, 2015 this amount will increase to \$1295 per term.</p> <p>All other members of the bargaining unit shall receive for each term in which they are registered full-time and pay fees \$590 per term. Beginning in the Fall of 2014 this amount will increase from \$590 per term to \$ 610 per term; beginning September 1, 2015 this amount will increase to \$630 per term; and beginning September 1, 2016 this amount will increase to \$649 per term. Beginning in the Fall of 2012 all other members of the bargaining unit in the second year of the priority pool or</p>	Double GFA amounts	<p>Beginning in the Fall of 2017 all members of the bargaining unit who are visa students shall receive for each term in which they are registered full time and pay fees \$1550 per term. Visa students in the second year of the priority pool or a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$1850 per term.</p> <p>All other members of the bargaining unit shall receive for each term in which they are registered full-time and pay fees \$1180 per term. All other members of the bargaining unit in the second year of the priority pool or a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$1480 per term.</p> <p>The Faculty of Graduate Studies will make best efforts to post the monies to the students' accounts by November 1 for the fall term, March 1 for the winter term and July 1 for the summer term.</p>

		<p>a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$740. Beginning in the Fall of 2014 this amount will increase from \$740 per term to \$765 per term; beginning September 1, 2015 this amount will increase to \$790 per term; and beginning September 1, 2016 this amount will increase to \$814 per term. The Faculty of Graduate Studies will make best efforts to post the monies to the students' accounts by November 1 for the fall term, March 1 for the winter term and July 1 for the summer term.</p>		
37	U3 10.07	<p>Effective September 1, 2012 all members of the bargaining unit who are domestic students shall receive \$590 in the fall and winter terms. Beginning in the Fall of 2012 all employees in the bargaining unit who in the previous academic year had a GAship shall receive \$710 in the fall and winter terms. Beginning in the Fall of 2013 all employees in the bargaining unit who in the previous academic year had a GAship shall receive \$740 in the fall and winter terms.</p> <p>All members of the bargaining unit who are international students shall receive \$715 in the fall and winter terms, \$745 beginning Summer 2012 and \$775 beginning September 2012. Beginning in the Fall 2012 all employees in the bargaining unit who are international students and who in the previous academic year had a GAship shall receive \$865 in the fall and winter terms. Starting in the Fall of 2013 all employees in the bargaining unit who are international students and who in the previous academic year had a GAship shall receive \$925 in the fall and winter terms.</p> <p>Employees in the Unit 1 bargaining unit receive any graduate financial assistance through the Unit 1 collective agreement and accordingly are not eligible for any Unit 3 GA financial assistance under this Article.</p>	Double GFA amounts	<p>Effective September 1, 2017, all members of the bargaining unit who are domestic students shall receive \$1180 in the fall and winter terms. All employees in the bargaining unit who in the previous academic year had a GAship shall receive \$1480 in the fall and winter terms. All members of the bargaining unit who are international students shall receive \$1550 in the fall and winter terms. All employees in the bargaining unit who are international students and who in the previous academic year had a GAship shall receive \$1850 in the fall and winter terms.</p> <p>Employees in the Unit 1 bargaining unit receive any graduate financial assistance through the Unit 1 collective agreement and accordingly are not eligible for any Unit 3 GA financial assistance under this Article.</p> <p>The Faculty of Graduate Studies will make best efforts to post the financial assistance to students' accounts within six weeks of the start of the relevant term.</p>

		The Faculty of Graduate Studies will make best efforts to post the financial assistance to students' accounts within six weeks of the start of the relevant term.		
38	U1 Letter of Agreement: Additional Funding for Priority Pool Members	Note – Although not in the priority pool or in the bargaining unit during the preceding 12 month period, PhD 1 students are eligible for the minimum guarantee in their first year	ADD to current collective agreement language on eligibility: Include members in final term of year 6	ADD: Although they may not be continuously registered for the following 12-month period, PhD 6 students shall also receive the minimum guarantee
39	U1 Letter of Agreement: Additional Funding for Priority Pool Members	New	FGS claiming members have waived their Minimum Guarantee because they have turned down a TAship/position	new bullet point: No member of the bargaining unit will be deemed to have waived their right to the Minimum Guarantee until a Union representative and the member have signed an agreement with the Employer stating an intention to do so
40	U1 12.08.2	Where a full-time graduate student holds a teaching assistantship and loses her full-time status after the commencement of her appointment and retains her position, she shall retain that position in Unit 1 for the duration of the appointment	Include members that withdraw from full-time status	Where a full-time graduate student holds a teaching assistantship and loses, or withdraws from, her full-time status after the commencement of her appointment, she shall retain that position in Unit 1 for the duration of the appointment
41	U1 12.02.1	12.02.1 First priority in the allocation of available summer teaching assistantships shall be given to qualified graduate visa student applicants. 12.02.2 Second priority in the allocation of summer teaching assistantships shall be given to qualified applicants who do not hold major external scholarships. 12.02.3 Effective May 1, 2003, an applicant may be appointed to a maximum of three summer teaching assistantships over their normal priority pool entitlement during their program of study. 12.02.4 This maximum shall not apply to visa students, nor in cases where a summer teaching assistantship is in fulfilment of the minimum guarantee to a maximum of four summer teaching assistantships. A report of such cases will be made to the Labour/Management Committee.	Preventing preferential treatment for summer TAships	<u>The Summer Teaching Assistant Hiring process is as follows:</u> (i) <u>Blanket applications will be submitted as per article 12.01.1.</u>  (ii) <u>Applicants will be assessed and ranked on the basis of their applications as per 12.01.2.</u>  (iii) First priority in the allocation of available summer teaching assistantships shall be given to qualified graduate visa student applicants.  (iv) Second priority in the allocation of summer teaching assistantships shall be given to qualified applicants who do not hold major external scholarships.  (v) <u>Third priority in the allocation of summer teaching assistantships shall be to qualified applicants with dependent children or parents.</u>

				<p>12.02.2 Effective May 1, 2003, an applicant may be appointed to a maximum of three summer teaching assistantships over their normal priority pool entitlement during their program of study.</p> <p>12.02.3 This maximum shall not apply to visa students, nor in cases where a summer teaching assistantship is in fulfillment of the minimum guarantee to a maximum of four summer teaching assistantships. A report of such cases will be made to the Labour/Management Committee.</p>
42	U3 10.08	Bargaining unit members assigned a graduate assistantship in the fall/winter session of 2011-2012 (September 1 to April 30) and who are registered full-time in summer will receive GA summer assistance in the immediately following summer term (May 1 to August 31) of that year in the amount of \$1,200. This amount will be increased to \$1,300 for the summer 2013 and increased to \$1750 for the summer 2014. Effective May 1, 2015 this amount will be increased to \$3000.	Increase Summer assistance amounts, to help offset for York's tuition increase	Bargaining unit members assigned a graduate assistantship in the fall/winter session and who are registered full-time in summer will receive GA summer assistance in the immediately following summer term of that year in the amount of \$4000.
43	U3 15.03	New	Protect U3 from losing job if their student status changes	Where a full-time graduate student holds a graduate assistantship, and loses, or withdraws from, her full-time status after the commencement of her appointment, she shall retain that position in Unit 3 for the duration of the appointment
44	All Units	New	Provide tuition rebates	Bargaining unit members will have all tuition fees fully rebated to them for each semester that they are registered as either a full-time or part-time student at York University
45	U1 10.12.3 U3 10.09	New	Reduce international fees to domestic level	Bargaining unit members enrolled as international students shall pay the domestic tuition rate
46	U1 12.03.02 U1 15.09.2 U1 15.09.4	<p>12 03 2 Ph D students who have disabilities and who have not completed their academic requirements shall gain an additional year of priority pool entitlement. (See also Article 15 10 ) Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship pursuant to the terms of Article 15 10.</p> <p>15.09.2 Full-time graduate students who have served on the CUPE 3903, CUPE Ontario or National Executive, or</p>	<p><b>AMEND and ADD</b> to Program Extensions</p> <p><b>WITHDRAW</b> 12.03.2 from 46 and <b>AMEND</b> #91</p>	15.09.2 Full-time graduate students who have served on the CUPE 3903, CUPE Ontario or National Executive, or OUWCC Executive for at least six months may, on the basis of such service, submit petitions for academic extensions for a total of twelve months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status). Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean When considering petitions based on service on

		<p>Ouwcc Executive for at least six months may, on the basis of such service, submit petitions for academic extensions for a total of twelve months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status) Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean When considering petitions based on service on the union executive, the Dean of Graduate Studies shall take into account the effect of such service upon the progress of the student's work If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of such service upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the Union Such a request shall not be unreasonably denied Petitions of full time graduate students which are granted shall be granted for full-time status with an additional year in the priority pool and petitions of part-time students which are granted shall be granted for part-time status</p> <p>15.10 Full-time graduate students who have a disability or disabilities may submit petitions for academic extensions for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status) Full and part-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies deadlines Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean Such petitions shall be kept confidential When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student's work If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer</p>		<p>the union executive, the Dean of Graduate Studies shall take into account the effect of such service upon the progress of the student's work. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of such service upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the Union. Such a request shall not be unreasonably denied. Petitions of full time graduate students which are granted shall be granted for full-time status with an additional year in the priority pool which shall include the minimum guarantee to be paid in the summer previous to the additional year of funding and petitions of part-time students which are granted shall be granted for part-time status.</p> <p>15.09.4 Full-time graduate students who have served on the CUPE 3903 bargaining team, on the basis of such service, submit petitions for academic extensions for a total of twelve months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status). Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean When considering petitions based on service on the union executive, the Dean of Graduate Studies shall take into account the effect of such service upon the progress of the student's work. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of such service upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the Union. Such a request shall not be unreasonably denied. Petitions of full time graduate students which are granted shall be granted for full-time status with an additional year in the priority pool which shall include the minimum guarantee to be paid in the summer previous to the additional year of funding and petitions of part-time students which are granted shall be granted for part-time status.</p>
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		<p>from the Office of Persons With Disabilities to discuss the petition. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of the illness, injury and/or disability or disabilities upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the union. Such a request shall not be unreasonably denied. Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which are granted shall be granted for part-time status.</p> <p>Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 12 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship.</p>		
47	U1 Letter of Intent on Fellowship	New	Include Fellowship in Collective Agreement	<p>When the minimum guarantee is fulfilled in the form of the York Graduate Fellowship, no additional work or performance of tasks are required to receive the full amount of the York Graduate Fellowship.</p> <p>The York Graduate Fellowship will not be clawed back unless the Unit 1 member has received a scholarship worth at least \$35,000 a year.</p> <p>Additional work, in the form of a TAship, GAship, RAship, work-study program, or internship undertaken by Unit 1 members who qualify for the minimum guarantee, will not erode the amount of the minimum guarantee when it is given in the form of the Fellowship. All additional work performed by Unit 1 shall count as additional income on top of and in</p>

			<p>addition to the Fellowship amount given to fulfill the minimum guarantee.</p> <p>Unit 1 members of the priority pool who receive the York Graduate Fellowship to satisfy the minimum guarantee component of their funding package will be notified of this by the 10<sup>th</sup> day of the first month of the new semester and they will have the choice to 1) receive the Fellowship in 3 equal installments which will be posted directly to their student account by the 30<sup>th</sup> day of the first month of the new term in order to pay their tuition directly. Unit 1 members who choose to receive the Fellowship in the form of 3 equal installments posted directly to their student account will not be charged interest on tuition or 2) receive the amount of the fellowship divided into 4 equal installments paid over the summer months on the 25<sup>th</sup> day of each month in order to guarantee a monthly summer income. Unit 1 members shall choose how they receive the Fellowship as a part of their teaching assistantship offer of appointment. Students shall be given the choice to indicate how they receive the Fellowship model yearly as a part of their teaching assistantship offer of employment to address the changing financial circumstances often faced by precariously employed graduate students.</p> <p>Unit 1 members who do not indicate how they choose to receive the fellowship will not be considered to be waiving their minimum guarantee. No member of the bargaining unit will be deemed to have waived their right to the Minimum Guarantee until a Union representative and the member have signed an agreement with the Employer stating an intention to do so. If the student has failed to indicate how they wish to receive the amount of the fellowship, they will automatically receive the form of the Fellowship as 4 equal installments over the summer months paid on the 25<sup>th</sup> day of each month unless they indicate otherwise to the Faculty of Graduate Studies. The employer is responsible for communicating to each Unit 1 member the method that they will receive the Fellowship by the 15<sup>th</sup> day of the first month of the semester.</p>
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48	Adding 10.10 Protection of GA positions Renumbering of 10.10 Benefits to 10.11 Benefits and 10.11 Research Costs Fund to 10.12	New	To ensure the protection of GA positions/unit 3 jobs under the fellowship model	<p>a) The employer shall guarantee a minimum of 700 graduate assistant positions every academic year. A minimum of one-third of positions will be filled by people in one or more of the designated employment equity groups. Hiring units must provide proof of having followed the documented application and hiring process.</p> <p>b) The employer shall guarantee that the standard benefit rate for unit 3 graduate assistantship positions shall not exceed 31% in any faculty or department.</p> <p>c) For every research assistant position, internship position or work-study program position that is successfully converted to a Graduate Assistant position by the union, the employer shall pay a penalty of 10,000 to be added to the union's ways and means fund.</p>
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<b>Job Security and Workload (27 Proposals)</b>				
#	Article Number	Prior Collective Agreement Language	Proposed Change	Proposed Collective Agreement Language
49	U1 10.04.2 and 10.04.3	New	Unit 1 Seniority	<p>10.04.2 The Employer will notify unit 1 members of the seniority points attached to each tutor position by including the seniority points for each position in each definition.</p> <p>10.04.3 The Employer will notify each unit 1 member of the member's own specific seniority level and the seniority value for the course being offered as a part of the offer of appointment.</p>
50	U1 15.04.1 U2 15.03.1	Such authorized replacement is intended to fill short-term emergency staffing needs normally not exceeding one month during the fall/winter session or an equivalent period during any other session.	Ensure authorized replacements are available	<p>Such authorized replacement is intended to fill short-term emergency staffing needs normally not exceeding one month during the fall/winter session or an equivalent period during any other session. Requests for authorization shall not be unreasonably denied.</p> <p>In the Department of Nursing, employees will be permitted to serve as authorized replacements for preceptored courses when colleagues are unavailable.</p>
51	U1 22.04 U2 22.05 U3 22		Employer's responsibility to maintain an online postings and NRA database	The Employer shall maintain an online database of all postings and Notices of Recommended Appointments issued.

				Changes to the operation of the database shall require the agreement of the LMC.
52	U2 12.04.1(i)	DELETE and renumber rest of article	Get rid of "hot shot" clause	
53	U2 12.06.1	Notwithstanding the required and preferred qualifications, a candidate who has held a given position within the past 36 months shall be deemed to meet both the required and preferred qualifications for the position provided that the nature and/or substance of the course have not been substantially altered. On the occasion of an employee returning to the bargaining unit from a contractually limited appointment of more than 36 months, the latter time limit will be increased to 42 months.	Expand and improve incumbency language	Notwithstanding the posted qualifications, a candidate who has previously held a given position shall be deemed to meet all of the qualifications for the position provided that the nature and/or substance of the course have not been substantially altered. It is further understood that a course-title change and/or a course-code change shall not be viewed as a substantial alteration for the purposes of this article. Furthermore, substantial alteration shall be deemed to have occurred only if the courses are never considered to be course credit exclusions.
54	U2 12.11.1 (The CA is misnumbered. It should be changed to 12.12.1)	New	Require NRAs to be emailed to members, or by mail if requested	Add second sentence:  Electronic copies of each NRA shall be sent via email to applicants within 48 hours of issue, to the address listed on the members' application. Members shall have the option of receiving the NRAs by mail upon receipt of written request to Faculty Relations
55	U2 12.13.6	New	Contract deemed issued upon NRA expiry, even without written offer	Notwithstanding 12.13.1 and 12.13.2, a contract shall be deemed to have been issued immediately after the expiry of the Notice of Recommended Appointment, even where no Written Offer of Appointment has been sent to the applicant.
56	U2 15.08.3	New	Bargaining Team to get seniority credit	Employees shall be entitled to accrue 1 Type 1 applicable prior experience credits for every twelve months of service on the CUPE 3903 or national executive, or CUPE 3903 bargaining team, including service on the CUPE 3903 executive or national executive served while a full-time graduate student employee in Unit 1 or Unit 3
57	UNIT 2 15.13	Persons who have held at least three Type 1 positions or equivalent in the bargaining unit during the previous thirty-six months, including at least one position during the twelve-month period preceding application, shall be eligible during the subsequent twelve months for a tuition fee waiver for York University degree credit work, either at the graduate or undergraduate level, approved for a program to which they have been admitted. The limit to	Lower eligibility criteria, and increase value of waiver	Persons who have held at least two Type 1 positions or equivalent in the bargaining unit during the previous thirty-six months, including at least one position during the twelve-month period preceding application, shall be eligible during the subsequent twelve months for a tuition fee waiver for York University degree credit work, either at the graduate, professional or undergraduate level, approved for a program to which they have been admitted. The limit to the tuition fee

		the tuition fee waiver in the twelve-month period is the maximum value of fees payable by a part-time student in the program in which she is enrolled. (See also Article 15.20 Tuition Costs Fund.)		waiver in the twelve-month period is the maximum value of fees payable by a full-time student in the program in which she is enrolled. (See also Article 15.20 Tuition Costs Fund.)
58	UNIT 2 12.09.02	NEW para (make 12.09.2)	Provide access to work histories	In addition, all bargaining unit members will have year-round access to their individual work histories through an online system maintained by the employer, within 90 days of the ratification of the Collective Agreement. In the event that the work history database is inaccessible to employees, the employer agrees to extend all relevant application deadlines by a mutually agreed upon period of time.
59	New language – 12.21.1 Old language – 12.21.2 (eliminate 1 <sup>st</sup> sentence)	New	Specify appointment start date as Sept. 1, Jan. 1 or May 1	For Fall and Fall/Winter positions, the appointment shall be considered to commence on Sept. 1. For Winter positions, the appointment shall be considered to start on Jan. 1. For Summer positions, the appointment shall be considered to start on May 1.
60	U2 11.01.3	The qualifications for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted positions, including in cases where tutor positions are posted in Unit 1 and Unit 2.	To limit U2 required qualifications to those asked of Unit 1 members  Nursing- specific language added to phase out the onerous and ageist expectations on bargaining unit members	The qualifications for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted positions. All qualifications on Unit 2 postings must be the same as those on Unit 1 postings for the same position.  In the department of Nursing qualifications with respect to proof of practice shall not be permitted.
61	U2 12.13.2(i) and (ii)	New	Remove exception for issuing offers	(i) With the exception of emergency postings, and in the absence of queries or grievances, Offers of Appointment for the fall/winter session will be issued by July 7.  (ii) With the exception of emergency postings, and in the absence of queries or grievances, Offers of Appointment for the summer session will be issued by April 1.
62	U2 12.01	12.01 (vii) Articles 12.03.1 (Long-Service Override) and 12.03.2 (circumstances in which candidates have equal applicable prior experience) will apply and employees participating in the Continuing Sessional Standing Program exercise may make use of the Article 6 grievance procedure in respect of any courses posted in the exercise that they were not offered but believe they	To ensure that high-seniority/low-intensity members are not displaced from teaching appointments.	12.01 (vii) Article 12.03.1 (Long-Service Override) shall apply to all positions offered under the CSS program, regardless of whether the employee seeking to invoke Long-Service Override provisions is herself a member of the CSS pool. The LSO provision may not be used for more than 1 FCE by a member who is not in the CSSP to obtain work otherwise offered to a CSSP member. Article 12.04.2 (circumstances in which candidates have equal applicable prior experience)

		should have been offered pursuant to the terms of the Continuing Sessional Standing Program		shall apply to all applicants in the CSS pool. Employees participating in the Continuing Sessional Standing Program exercise may make use of the Article 6 grievance procedure in respect of any courses posted in the exercise that they were not offered but believe they should have been offered pursuant to the terms of the Continuing Sessional Standing Program.
63	U2 12.01	<p>Continuing Sessional Standing Program Guarantee Employees with Continuing Sessional Standing who have a minimum average annual teaching intensity of 2 Type 1 or equivalent positions over the previous 5 contract years and who are offered 2/3 or less of their average number of Type 1 or equivalent positions based on the previous 5 contract year period will, upon application, receive as a one-time payment of 1/4 of the rate for each position less than their average number of Type 1 or equivalent positions. For example, if an employee with Continuing Sessional Standing has an average annual teaching intensity of 3 Type 1 or equivalent positions over the previous 5 contract years and is offered 2 Type 1 or equivalent positions, then upon application the employee will receive 1/4 of the rate for 1 Type 1 or equivalent position . If the employee is for a second time offered 2/3 or less of her average annual number of Type 1 or equivalent positions based on the previous 5 contract years, the employee will receive a one-time payment of 1/8th the rate for each position less than their average number of Type 1 or equivalent positions .</p> <p>To qualify for the payment described in the paragraph above an employee must have: (a) provided notice of participation in the Continuing Sessional Standing exercise to all applicable hiring units (i.e., all hiring units whose curriculum includes courses for which, if offered as Unit 2 bargaining unit work, she would be the most senior incumbent candidate); and (b) additionally applied for bargaining unit positions in accordance with her "normal" historical application</p>	CSSP Guarantee	<p>Continuing Sessional Standing Program Guarantee Employees with Continuing Sessional Standing who as of October 1, 2017 have accumulated 5 years of service or more, or have accumulated fewer than 5 years of service and are members of any one or more of the five employment equity groups, shall be offered teaching appointments in the amount of 3 Type 1 or equivalent positions in each of the three contract years in which an employee is a member of the CSS pool as of October 1, 2017.</p> <p>Employees with Continuing Sessional Standing who as of October 1, 2017 have accumulated fewer than 5 years of service shall be offered teaching appointments in the amount of 2 Type 1 or equivalent positions in each of the three contract years in which an employee is a member of the CSS pool as of October 1, 2017.</p> <p>Members with historic teaching profiles in more than one hiring unit may be offered positions by any of these hiring units. In the event the employer fails to offer teaching appointments as per above, the employees will receive a payment for 2 Type 1 positions in the current contract year, and applicable prior experience credit for 2 Type 1 positions.</p> <p>Cessation of Continuing Sessional Standing Employees who meet the eligibility criteria for Continuing Sessional Standing shall maintain this status for a minimum of three contract years and shall continue in this status for successive three contract year periods provided that as of the September 1 at the end of each 3 contract year period, she has a minimum average annual teaching intensity of 2</p>

		<p>profile and was available for appointment to these positions .</p> <p>An employee who is twice offered 2/3 or less of her average number of Type 1 or equivalent positions based on the previous 5 contract years and has received the two one-time payments described above may either elect to opt out of the program or accept the number of positions offered. An employee who elects to opt out of the Continuing Sessional Standing Program shall communicate such election in writing to Faculty Relations.</p> <p>Cessation of Continuing Sessional Standing Employees who meet the eligibility criteria for Continuing Sessional Standing shall maintain this status for a minimum of three contract years and shall continue in this status for successive three contract year periods provided that as of the September 1 at the end of each 3 contract year period, she has a minimum average annual teaching intensity of 2 Type 1 or equivalent positions over the three contract year period just completed. In the event that the employee's average annual teaching intensity is lower than 2 Type 1 or equivalent positions at the end of a three contract year period, she will no longer have Continuing Sessional Standing.</p>		<p>Type 1 or equivalent positions over the three contract year period just completed.</p> <p>In the event that the employee's average annual teaching intensity, excluding any compensation received as CSS guarantee, is lower than 2 Type 1 or equivalent positions at the end of a three contract year period, she will no longer have Continuing Sessional Standing.</p>
64	U2 23.01	<p>In recognition of the substantial contribution to the University community made by long-term employees, of the obstacles that have faced these employees in their attempts to find academic employment, the parties have agreed to establish an Affirmative Action Program as outlined below. The parties agree that this Program is an ongoing commitment.</p>	<p>Changes to the preamble of the Conversions (Affirmative Action) Program</p>	<p>In recognition of the social harm done by precarious academic employment and the substantial contribution to the University community and academic mission made by long-term employees and of the obstacles that have faced these employees in their attempts to find academic employment, the parties have agreed to establish an Affirmative Action Program as outlined below. The parties agree that this Program is a means of promotion that requires an ongoing commitment by YUFA faculty to fully integrate qualified contract faculty.</p>

65	U2 23.04 ii	(ii) For the 2014-2015 year, the 2015-2016 year and the 2016-2017 year, the Office of the Vice President Academic and Provost shall make at least eight recommendations in 2014-2015, eight recommendations in 2015-2016 and eight recommendations in 2016-2017 of Affirmative Action Pool members for full-time faculty positions to the tenure stream, with a minimum of six recommendations to the professorial stream over the three years. A minimum of six recommendations from among candidates who self-identify as a member of one or more of the designated employment equity groups will be made over the three years.	Automatic Conversions	ii) Conversions will be automatic upon meeting the eligibility criteria specified in 23.02.1 (i) or (ii). However, employees eligible for conversion to a probationary-tenure stream appointment may decline a conversion appointment and opt instead to remain in the Special Renewable Contract (SRC) program or to remain in the CUPE 3903 Unit 2 bargaining unit under Continuing Sessional status and a Long Service Teaching Appointment.
66	U2 23.04 (iii)	New	Automatic conversion to member's on-going hiring unit	New full-time faculty will be appointed to academic hiring units they have regularly taught in as documented in their curriculum vitae.
67	Location TBD	New	Conversions at Markham Campus	In addition to the tenure-stream appointments required by 23.04 (ii), the Office of the Vice President Academic and Provost shall ensure that at least 50% of all recommendations for tenure-stream appointments in each program at the Markham campus that are covered by the Unit 2 scope clause shall be offered to qualified members of the Unit 2 Affirmative Action pool. A minimum of one-third of these appointments will be made from people in one or more of the five designated employment equity groups under-represented in the bargaining unit (or bargaining units in the case of cross-appointments) Hiring units must provide written documentation of having followed this process.
68	U2 23.08	Where an individual has accrued Applicable prior experience in the University for any five years, including any leaves per Article 15.15 and/or years holding Contractually Limited Appointments as per Article 12.07 and has taught cumulatively at least the equivalent of a full-time teaching load for that period, the hiring unit shall grant that individual an interview for any full-time tenure track or Contractually Limited Appointment position for which she has applied and holds <i>prima facie</i> qualifications. For the purposes of this clause, full-time teaching load shall be defined as two and one-half full course directorships or the equivalent. Upon application	Promote "internal" U2 candidates for all TT hires (professorial and alternate stream)	For all full-time faculty appointments (tenure track and Contractually Limited Appointments), before externally posting positions the Employer will conduct a search within the Unit 2 bargaining unit. The positions will only be posted externally if the employer demonstrates that there are no qualified applicants that meet the <i>prima facie</i> qualifications. The employer shall provide a written justification in the event that no Unit 2 members are deemed to meet the <i>prima facie</i> qualifications for the position.

		by the union the employer shall agree to expedite processing of any grievances respecting denial of interviews, in accordance with Article 6.15.		
69	U2 23.08.1	New	Promote "internal" U2 candidates for CLA Appointments	The Office of the Vice President Academic and Provost shall ensure that at least 50% of all recommendations across the University for Contractually Limited Appointments each year shall be offered to qualified Unit 2 members. In the event a hiring unit appoints more than one CLA in a given year, at least 50% of these appointments shall be offered to qualified Unit 2 members. In each year, a minimum of one-third of total CLA appointments will be made from people in one or more of the five designated employment equity groups under-represented in the bargaining unit (or bargaining units in the case of cross-appointments) Hiring units must provide written documentation of having followed this process.
70		<p>Long Service Teaching Appointments (LSTAs)</p> <p><b>ELIGIBILITY</b> Employees who effective September 1 preceding the date of the award of an LSTA, have been in the Unit 2 "Affirmative Action Pool" for a minimum of 5 years and who have taught at an intensity of an average of 2.5 FCEs over the three previous years (may include approved leaves) are eligible to apply for a Long Service Teaching Appointment.</p> <p>24.02.1 LSTAs will be awarded for a three year period and will consist of contract assignments comprising 3 full course equivalents in each of the three years of the term. Effective September 1, 2015, LSTAs will consist of contract assignments comprising a minimum, of 3 full course equivalents and, subject to availability, up to 3.5 full course equivalents in each of the three years of the term, subject to the condition that the employee has</p>	Long Service Teaching Appointments	<p>Long Service Teaching Appointments (LSTAs)</p> <p><b>ELIGIBILITY</b> Employees who, effective September 1 preceding the date of the award of an LSTA, have been in the Unit 2 "Affirmative Action Pool" for a minimum of 5 years and who have taught at an intensity of an average of 2.5 FCEs over the three previous years (may include approved leaves) will be deemed to have the Long Service Teaching Appointments (LSTA) designation.</p> <p>24.02. Term of LSTAs and COMPENSATION</p> <p>24.02.1. LSTAs will consist of contract assignments comprising 3.5 full courses or their equivalents in each year, compensated at the rate of 5.5 course directorships. The workload of a member with an LSTA will be capped at 3.5 full courses, or their equivalent, per year.</p>

		<p>incumbency in the additional 0.5 full course equivalent assignment or is qualified for and has taught the additional 0.5 FCE assignment 2 of the last 4 times it was offered. Effective September 1, 2014 compensation for these 3 or 3.5 full course equivalents will be the current applicable rate for the position plus an amount equivalent in value to 1/8th the rate of a type 1 position per full course equivalent.</p> <p>24.02.2 In assigning teaching positions assignments will first consist of courses in which the employee has incumbency or, where the employee meets the qualifications, has held the courses 2 out of the last 4 times they were posted in unit 2.</p> <p>24.02.3 Employees awarded an LSTA may, through applications for additional contracts, teach up to the applicable cap in each year of the LSTA. (August 17, 2015 / 09:38:05) 92366-1_YorkU_CUPE3903-2_p085rev.pdf .1 80</p> <p>24.02.4 Courses assigned as part of an LSTA are subject to the course cancellation provisions of article 12.16.1 – 12.16.2.</p> <p>24.03 CROSS APPOINTMENT LSTAs may be cross appointed between and/or among two or more hiring units. Hiring units may wish to discuss with cognate/sibling units, intra- or inter-Faculty, their needs and priorities and how they are currently met by the eligible employee.</p> <p>24.04 APPLICATIONS An individual may apply for an LSTA to a Dean/Principal or to a hiring unit or units. Applications are expected to address the quality of the applicant's teaching and will be forwarded on or before March 1 for appointments commencing the following September 1.</p>		<p>24.02.2. In assigning teaching positions, assignments will first consist of courses in which the employee has incumbency or, where the employee meets the qualifications.</p>
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		<p>24.05 LSTAs will be awarded on the basis of hiring unit teaching needs, quality of the applicants teaching file, and the applicant's number of years in the Affirmative Action Pool.</p> <p>24.06 Employees who are awarded an LSTA will have their teaching reviewed by a member of the full time faculty in the hiring unit(s), which review will encompass the course syllabus and teaching materials, over the term of the LSTA. The hiring unit will consult with the employee who may suggest one or more names for consideration in the selection of the reviewer. The employee's suggested names will not be unreasonably denied.</p> <p>24.07 In the 2014-2015 contract year a minimum of 7 LSTAs will for be offered for September 1, 2015, in the 2015-2016 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2016, and in the 2016-2017 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2017. To the extent practicable a minimum of one third of the total number of LSTAs over the three year period will be made from among those who belong to one or more of the four employment equity groups (ie, aboriginal people, persons with disabilities, visible minorities and women).</p> <p>24.08 On or before May 31, the University will advise the Union of the names of the persons who will have an LSTA and the employment equity status of the applicants who applied in that year.</p> <p>24.09 If an applicant is not recommended by the School or Department, an explanation based on Article 24.05 will be provided to the applicant on request.</p> <p>24.10 Employees holding an LSTA may submit a written application to renew the LSTA for another three-year term. Written applications must be submitted no later than</p>		
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		<p>January 31 of the third year of the LSTA (eg, no later than January 31, 2013 for an LSTA that expires August 31, 2013. To be eligible for renewal applicants must have had their teaching reviewed by a member of the full-time faculty in the hiring unit(s) pursuant to Article 24.06 above over the course of their current LSTA. Applications will be assessed on the basis of the quality of an applicant's teaching, evidence of which will include the review pursuant to Article 24.06 (July 17, 2015 / 13:25:49) 92366-1_YorkU_CUPE3903-2_p086.pdf .1 81 above. Applications will also be assessed on the basis of the unit's academic planning needs. All applications must also include a current CV. Applications shall not be unreasonably denied. The total number of LSTAs in any contract year will not exceed sixty.</p>		
71	U2 24.11	New	Members with LSTAs have access to resources and services over the summer	The LSTA shall be considered a full ten-year contract and Human Resources shall keep members who hold an LSTA in all components of the system for the entire duration of the LSTA to ensure that those who do not have a summer contract maintain access to all resources and services they would otherwise have in the fall/winter terms.
72		New	NEW SRC program	<p>The employer agrees to offer Special Renewable Contracts to members of the Unit 2 members who, as of May 1, 2018 were in the Unit 2 'Affirmative Action Pool' and who as of that date have fifteen (15) or more years of service in Unit 2 (may be non-consecutive and includes approved leaves) and who have taught at an intensity of an average of 2.5 full-course equivalents over the last five (5) years, and who have applied to the SRC program. The 'Special Renewable Contracts' (SRCs) will be for 5 years in the YUFA bargaining unit.</p> <p>Twenty (20) SRCs will be awarded for 2018–2019, twenty (20) SRCs will be awarded for 2019–2020, and SRCs will be awarded for 2020-2021 to any remaining eligible members as of May 1, 2017 in the pool who applied for an SRC. All SRC appointments shall begin on July 1.</p>

				The initial term of each contract was five (5) years. The contract shall be renewed for an additional five (5) year term and one further final three (3) year term.
73	U2 10.04.02	“COURSE DIRECTOR” shall be defined as an individual assigned sole or principal responsibility for the design and/or presentation of a course (except where the course is a 1000-level College Course) or an individual assigned these responsibilities in a team-taught course. For the purposes of calculating salary and experience, it is recognized that one course director position normally consists of three contact teaching hours per week in the fall/winter session, or the pro-rated equivalent in other sessions.		Reserve
74	U2 12.05.5	New	“Deemed qualified” language for high seniority members	Members who have been in the AA pool for at least 5 years and who during this period have held at least 1 full course directorships will be grandparented with respect to posted qualifications requiring a PhD, and/or PhD (ABD or near completion) and ongoing doctoral research and publications. These members will be deemed to meet all requirements of posted positions in departments and in areas that they have previously taught based on their years of teaching experience in the post-secondary sector.
75	U2 10.10		Pension Plan	Reserve

**Equity (19 Proposals)**

#	Article Number	Prior Collective Agreement Language	Proposed Change	Proposed Collective Agreement Language
76	U1 10.02.2 U2 10.04.5 U3 15.03	Delete and Replace	Paid Equity Training	(i) Any employer-required training or orientation shall be paid at the marker grader rate over and above the regular salary. Training shall normally shall take place during the period of time that the employee holds the position. Any employer required training or orientation of more than ten hours shall be reimbursed for those hours beyond ten hours, at the Overwork Rate.

				(ii) 10 hours per term will be allocated to mandatory training under the AODA, OHSA, and any other anti-violence, -harassment and discrimination training agreed to between the Employer and the Union. Where the employer is requiring that an employee attend training or orientation the employee will be provided with timely, advance notice.
77	U1 4.03.1 (vi) U2 4.03.1 (vi) U3 4.03.1 (vi)	New	Sexual Violence Training	Provide mandatory paid anti-sexual violence training for all CUPE 3903 members as stipulated by 10.02.2(ii) in the Unit 1 collective agreement and 10.04.5 in the Unit 2 collective agreement. Such training shall be designed and delivered in consultation with CUPE 3903.
78	U1 15.01.2 U2 15.07.1 U3 11.08.3	New	Breastfeeding Facilities	The employer shall provide all bargaining unit members access to multiple strategically located spaces throughout the Keele, Glendon, and Markham campuses designated specifically for breastfeeding. These facilities will be accessible and outfitted with enough fridge space to accommodate all members using the space, electrical outlets, a sink, and several seating areas so the room can accommodate more than one member using the facility at a time. The employer shall make its best effort to maintain the privacy of these facilities either through an access code or lock and key system. The employer is responsible for maintaining the cleanliness and safety of these facilities at all times.
79	U1 10.01.1	ADD NEW PARAGRAPH at end of article	Add equity group consideration to hiring process for 'tickets'	A minimum of 50% from one or more of the five employment equity groups will be appointed. Intersectional Employment Equity data for the bargaining unit will be used as a guide.
80	U1 10.01.1	New	Distribution of tickets	A minimum of 2 tickets shall be allocated per Faculty with employees represented by CUPE 3903 to ensure equitable distribution
81	U2 12.03.1	New	Equity Hiring Process	Reserve

82	U2 12. 04.2. (i)	Where the applicants for a position have no previous applicable prior experience, or have equivalent applicable prior experience and meet the same levels of Required and/or Preferred qualifications as posted, the position shall be awarded to a candidate who is herself a member of an employment equity group.	Amend: Equity Protection	Where the applicants for a position have no previous applicable prior experience, or have equivalent applicable prior experience and meet the same levels of Required and/or Preferred qualifications as posted, the position shall be awarded to a candidate who is also a member of one or more of the five employment equity seeking groups otherwise underrepresented in the hiring unit for bargaining unit work. Intersectional Employment Equity data for the bargaining unit will be used as a guide.
83	12.04.2 (ii)	New	<b>AMENDED NEW:</b> Equity protection	When a position is being posted in the hiring unit for the first time, priority will be given to applicants with the most applicable prior experience that meet the Required and/or Preferred qualifications as posted and who are members of one or more of the five employment equity seeking groups otherwise under-represented in the hiring unit for bargaining unit work. Intersectional Employment Equity data for the bargaining unit will be used as a guide.
84	U1 5.03.2 U2 5.03.2 U3 5.02.1	New	Employment Equity Report	Within 2 months of the academic year end, an Employment Equity Report (EER) will be made public in print, online and accessible to all designated groups. The EER will record the <i>progress</i> York has made in each department to meet equity thresholds. When the thresholds have not been met, the hiring unit will be supported to improve its procedures and policies. The EER will focus on strategies to change York's institutional culture to increase employee retention from equity groups demonstrated through concrete results.
85	Letter of Intent for all units	New	Create an of Office of Equity, Diversity, Inclusion, and Intersectionality	Reserve
86	U1 5.02 U2 5.02 U3 5.02	As per Article 4.04.3, the union and the employer agree to maintain the Joint Advisory Committee on Race/Ethnic Relations, Discrimination and/or Harassment to discuss and investigate systemic and/or individual discrimination, interference, restriction, harassment or coercion exercised or practised with respect to any member of the	Anti-Racism Report	The CUPE 3903 representatives on the Advisory Committee on Race/Ethnic Relations, Discrimination and Harassment shall have a minimum of \$50,000 to conduct an Anti-Racism Report at York in 2018.

		bargaining unit in her employment relationship, by reason of race, colour, nationality, ancestry, place of origin, or native language (subject to Article 12.02.1). The Committee shall consist of at least two representatives of each party. A representative of each party shall be designated as a joint Chair, and the two persons so designated shall alternate in presiding over meetings. Either Chair may call meetings on at least two weeks' notice to the other members of the Committee. The Committee shall have its first meeting within six months of the signing of this agreement. The Committee may make recommendations to the Labour/Management Committee on these matters from time to time.		
87	U1 15.01.9 U2 15.01.13 U3 11.03	New	Accommodations	The Employer shall hire a permanent ASL interpreter at a minimum of 30 hours a week to facilitate respectful communications among Employee members that are Deaf and hearing staff, faculty, contract administrators, and students.
88	U1 22.04 U3 14.04	New	York to provide equity-group data on who is and is not accepted into graduate school	York will make every effort to encourage applications by, and admissions of, qualified women, Aboriginal persons, racialized people ("visible minorities"), and persons with disabilities and LGBTQ-identified persons. To assess traditional imbalances in the recruitment of students from disadvantaged groups, York will track who applies, who is offered and who is accepted to graduate school, in terms of identification in one or more of the equity-seeking groups. This will be tracked both university wide and by each program
89	U1 22.02 (v) U2 22.02 (v) U3 14.02 (v)	New	Data Collection: Employer must provide information on hiring and job applications	The employer shall annually provide the union with data showing total numbers of applicants to all bargaining unit positions, which type of positions were applied for, which positions were assigned to whom, and the associated self-identification categories selected. Failure to comply with the provisions outlined in Articles U1 22.02 (v), U2 22.02 (v), U3 14.02 (v) will result in the employer having to pay a penalty to the union of \$10,000, payable to the Ways and Means Fund.

90	U1 4.01 U2 4.01 U3 4.01	New	Defining Under-representation	Unless otherwise stipulated, under-representation shall be understood as there being fewer bargaining unit members than the census data reports for the GTA National Occupational Classifications for bargaining unit positions. In the absence of census data, analogous external GTA data shall be used.
91	U1 12.03.2	12 03 2 Ph D students who have disabilities and who have not completed their academic requirements shall gain an additional year of priority pool entitlement. (See also Article 15 10 ) Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship pursuant to the terms of Article 15 10.	<b>AMEND &amp; ADD:</b> Family- & marital-status as reason for academic extension, clarity on priority pool funding, and MG.	12.03.2 Ph.D. students who have disabilities, marital-, and/or , marital-, and/or family-status obligations for which they require accommodation and who have not completed their academic requirements shall gain an additional 2 years of priority pool entitlement which shall include the minimum guarantee to be paid in the summer previous to the additional year of funding. (See also Article 15.10.) Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship for each of 2 years pursuant to the terms of Article (15.10.)
92	U1 15.10	15.10 Full-time graduate students who have a disability or disabilities may submit petitions for academic extensions for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status) Full and part-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies dead- lines Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean Such petitions shall be kept confidential When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student's work If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer from the Office of Persons With Disabilities to discuss the petition If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of the illness, injury and/or disability or disabilities upon the progress of the student's work was not sufficient to	<b>ADD:</b> Family status/obligation as reason for academic leave	15.10 Full-time graduate students who have a disability or disabilities and/or, marital-, and/or family-status obligations for which they require accommodation, _may submit petitions for academic extensions for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status) Full and part-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies dead- lines Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean Such petitions shall be kept confidential When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury, and/or marital- and/or family status obligations upon the progress of the student's work If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer from the Office of Persons With Disabilities to discuss the petition If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of the illness, injury and/or disability or disabilities, and/or

		<p>grant the petition, to the individual with a copy to the union Such a request shall not be unreasonably denied Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which are granted shall be granted for part-time status</p> <p>Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 12 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship</p>		<p>marital- and/or family status obligations upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the union Such a request shall not be unreasonably denied Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which are granted shall be granted for part-time status.</p> <p>Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 24 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship</p>
93	U3 11.05	<p>Full-time graduate students who have a disability or disabilities may submit petitions for academic extensions for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines Full-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies deadlines Petitions shall be submitted through the Graduate Programme Directors and copied directly to the Dean Such petitions shall be kept confidential When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student's work If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an Officer from the Office of Persons with Disabilities to discuss the petition If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of the illness, injury, and/or disability or disabilities upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the Union Such a request shall not be unreasonably denied Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which</p>	Family status/obligation as reason for academic extension and/or leave	<p>amend title and language to include after "disability or disabilities... marital-, and/or family-status obligations for which they require accommodation."</p> <p>And refer to 4.01.1 Accommodation procedure for documentation appropriate to accommodation type.</p> <p>If a petition for full-time status is granted the individual will be provided with funding at a level at least equivalent in value to the GAship to their funding package and will include a GA. which If she held a partial GA in the previous academic year, she will be allocated the same type of partial GA. If she held a full GA in the previous academic year, she will be allocated the same type of full GA.</p>

		are granted shall be granted for part-time status If a petition for full-time status is granted the individual will be provided with funding at a level equivalent in value to the GAship which she held in the previous academic year		
94	U1 4.01.1 U2 4.01.1 U3 4.01.1	New	Accommodation Procedure	<p>The Employer shall follow the below procedure in implementing the duty to accommodate to the point of undue hardship members' needs arising from the protected grounds listed in article 4.01 and/or the <i>Ontario Human Rights Code</i>. All members shall have the right to union representation at each step in the accommodation process. The accommodation process is confidential.</p> <p>(a) Members requiring accommodations and needing to initiate an accommodation process will advise one of the following Contract Administrators: Unit 1 and 2 - Faculty Relations or the Department Chair; Unit 3 - Faculty Relations or the Graduate Program Director; Unit 4 - Faculty Relations. Members may include in that request the type(s) of accommodations sought. In the case of disability accommodations, the Employee Well-Being office (EWB) can be jointly contacted.</p> <p>(b) Members that bring their accommodation needs to the attention of other York faculty, staff or officials shall be advised of step a).</p>

			<p>(c) The Contract Administrator receiving the request in a) shall respond within five (5) calendar days, and advise the member of the following:</p> <ul style="list-style-type: none"> <li>i) The type(s) of documentation required for the given request and to whom it is to be sent (see 4.01.1 f) below). This documentation is confidential and shall be viewed only by the designated receiver. For example, EWB in the case of disability accommodation. Diagnoses shall not be required nor disclosed if provided.</li> <li>ii) The right to union representation.</li> <li>iii) A proposed meeting date, within ten (10) calendar days, as required. The meeting will include Faculty Relations, the member, and their union representative. In the case of disability accommodations, the meeting will also include EWB. In the case of Unit 2 accommodations, the meeting will also include a Faculty-designated Assoc. Dean.</li> <li>iv) At the meeting, all reasonable accommodations to the point of undue hardship will be explored.</li> </ul> <p>(d) If a meeting is not required to review all reasonable accommodations to the point of undue hardship, the Contract Administrator shall propose a workplace accommodation plan (WAP) within ten (10) calendar days of receiving the documentation as per 4.01.1 c) and/or f). If the proposed WAP is acceptable to the member, it shall be implemented as per 4.01.1 e). If it does not address the member's accommodation needs, a meeting will be arranged as per 4.01.1 c).</p> <p>(e) Whether as a result of the meeting in c) or step d), once a WAP is agreed to, the designated Contract Administrator shall within five (5) calendar days advise staff, faculty and other officials that need to know of the WAP's existence in order to implement it, and the specific courses of action they need to take for implementation. The member and their</p>
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				<p>union representative will be immediately informed that this communication has occurred.</p> <p>(f) Types of Documentation: this will be understood to vary with the type of protected ground that gives rise to the accommodation need. Examples of satisfactory documentation include:</p> <p><i>Family-status accommodations:</i> Proof of parent-child relationship, and proof of need of accommodation in relation to caregiving requirements.</p> <p><i>Marital-status accommodations:</i> Proof of spousal type relationship, and proof of need of accommodation in relation to caregiving (e.g. medical note for spouse).</p> <p><i>Disability-based accommodation:</i> Members need a formal letter from a doctor that:</p> <ul style="list-style-type: none"> <li>i) attests to the existence of a medically documented disability, without providing a diagnosis;</li> <li>ii) notes that there are cognitive and/ or physical effects of the disability that give rise to specific restrictions, limitations and/or current capacities;</li> <li>iii) provides a clear list of these restrictions, limitations and/or current capacities.</li> </ul> <p>(g) The Employer and the Union will meet on a monthly basis to ensure all members' accommodation requests have been addressed and finalized.</p>
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<b>Communications and Union Rights (7 Proposals)</b>				
#	Article Number	Prior Collective Agreement Language	Proposed Change	Proposed Collective Agreement Language
95	All Units 22.02		Information	<p>22.02 Within 7 days following the end of each month the Employer shall provide the following employee information. A penalty of \$500 per day will be incurred by the Employer for failing to meet the deadline.</p> <ul style="list-style-type: none"> <li>1. payroll number</li> <li>2. name</li> </ul>

				<ul style="list-style-type: none"> <li>3. address</li> <li>4. telephone number (as available through departmental contracts)</li> <li>5. e-mail address</li> <li>6. sex</li> <li>7. date of birth (when available)</li> <li>8. faculty</li> <li>9. department</li> <li>10. starting pay date</li> <li>11. ending pay date</li> <li>12. category of appointment</li> <li>13. position code</li> <li>14. number of assignments or hours</li> <li>15. salary paid</li> <li>16. vacation pay additional amount</li> <li>17. whether the member is a visa student</li> <li>18. names of employees who participate in the pension plan</li> </ul>
96	U1 3.05.3 U3 3.04	New	Union membership information	As part of any offer of admission to a graduate program that includes work-related funding, the Employer will be responsible for providing, in consultation with the union, information on Union membership and entitlements.
97	U2	New	Retention of Email and Library Services upon Retirement	The Employer agrees to maintain in perpetuity Library and email accounts for members following retirement
98	U1 U2 U3	New	Retention of Email and Library Services	The employer agrees to maintain library and email accounts for members 3 years after their last contract.
99	U1. 15.09.3 U2 15.08.4 U3 11.04.3	In recognition of the fact that service on the union executive limits the ability of employees to make themselves available for employment, the employer agrees to pay the union by 30 September of each year the equivalent of the salary of eight course directors, in full satisfaction of the employer's obligations under the CUPE 3903 Unit 1, Unit 2 and Unit 3 agreements. These monies shall be distributed among the members of the executive as seen fit by the Union.	Increase to Executive Honoria	In recognition of the fact that service on the union executive limits the ability of employees to make themselves available for employment, the employer agrees to pay the union by 30 September of each year the equivalent of the salary of ten course directors, in full satisfaction of the employer's obligations under the CUPE 3903 Unit 1, Unit 2 and Unit 3 agreements. These monies shall be distributed among the members of the executive as seen fit by the Union.

				<p>The Employer agrees to grant paid union leave of up to one thirty-fifth of their current appointment contract(s) each for up to four union members attending the bi-annual National CUPE Convention as official delegates of CUPE 3903 The Employer also agrees to grant similar prorated release time to up to four union members attending the annual Ontario Division CUPE Convention as official delegates of CUPE 3903 It is understood that attendance at the above events is conditional upon both the Union providing adequate advance notice to the Employer as to the scheduling of the event and the delegates appointed and the employee providing as much advance notice to the hiring unit as is both reasonable and practicable and in any event, where known, no less than one calendar month.</p>
100	U1 21 U2 21 U3 13		Union Space on all York Campuses and Bulletin Boards in all Academic Buildings	<p>The employer agrees to provide the union free of charge, except as otherwise specified in this article, with the use of suitable, serviced office space, in a building fully accessible when needed (i.e. with accessible washrooms, door openers, ramps and/or elevators), with a telephone line, the telephone charges to be borne by the union, and a Telecommunication Device for the Deaf (TDD), to be made available on all of York University's campuses, including Glendon and Markham campuses. The union shall have the use of the internal University postal service for union business, external mailing costs of the union to be borne by the union, and shall be given a University mailing number. The employer shall allow the union to use the University duplicating services, computing facilities, word processing equipment, and audio-visual equipment on the same basis and at the same rates established by the employer for University users. The employer shall provide the union with suitable meeting rooms as required, free of charge and on the same basis as other voluntary associations within the University. The employer shall provide the union with use of a designated bulletin board in each department/division for the display of union notices, job postings and other union-related materials. The employer shall provide the union with use of a designated bulletin board in each department/division and in every academic building on each</p>

				<p>campus for the display of union notices, job postings and other union-related materials. The employer shall also provide the union with a lighted bulletin board in the area designated by the Office of Student Affairs adjacent to the East Bear Pit of the Ross Building.</p> <p>Should one be deemed required, any move from the union's current office space will be subject to the same terms, conditions, and negotiations as those enjoyed by any other bargaining unit. Further, the employer will make best efforts to ensure that any new office space is equal to or better than the current facilities.</p>
101	U3 11.04.06	New	Adding extension for BT service for U3	<p>Full-time graduate students who have served on the CUPE 3903 bargaining team may, on the basis of such service, submit petitions for academic extensions for a total of twelve months beyond the Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean. When considering petitions based on service on the union bargaining team, the Dean of Graduate Studies shall take into account the effect of such service upon the progress of the student's work. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of such service upon the progress of the student's work was not sufficient to grant the petition to the individual with a copy to the union. Such a request shall not be unreasonably denied. Petitions of full-time graduate students which are granted shall be granted for full-time status with an additional year in the priority pool and petitions of part-time students which are granted shall be granted for part-time status.</p>

<b>Professional Development (6 Proposals)</b>				
<b>#</b>	<b>Article Number</b>	<b>Prior Collective Agreement Language</b>	<b>Proposed Change</b>	<b>Proposed Collective Agreement Language</b>
102	U2 15.15	In each year of the collective agreement 2014-2015, 2015-2016 and 2016-2017 an annual Research Leave Fund will be maintained at a value of the equivalent of 9	Unit 2 Research Leaves	In each year of the collective agreement 2017-2018, 2018-2019 and 2019-2020 an annual Research Leave Fund will be maintained at a value of the equivalent of 30 type 1 positions

		<p>type 1 positions to provide up to three Research Leaves in each of those contract years for employees meeting the eligibility criteria for the Affirmative Action (“Conversion”) Pool. For one of the Research Leaves starting in 2012-13 priority will be given to assist an employee in the completion of their PhD.</p> <p>In addition to the above the Employer will award a Research Leave open to all members of the bargaining unit.</p> <p>Employees receiving a Research Leave may teach up to a maximum of 1 type 1 position or its equivalent during the leave. Applications will be reviewed on a competitive basis by the Research Leave Adjudicating Committee, consisting of three full-time faculty members, including a designate of the Associate Vice-President Research, and a supporting Committee secretary. There will also be a non-voting CUPE 3903 participant/observer on the Committee .</p> <p>Research Leave applications shall consist of the following:</p> <ul style="list-style-type: none"> <li>(a) a description of the proposed project;</li> <li>(b) a statement of the scholarly/creative significance of the project and relationship of the project to the applicant’s area(s) of scholarship/creative endeavours and, if relevant, areas of teaching;</li> <li>(c) a statement of the timelines involved in the completion of the project;</li> <li>(d) an updated curriculum vitae, including a statement of current areas of research specialization;</li> <li>(e) a copy of the final report submitted on completion of previous research leave, if applicable.</li> </ul> <p>Employees awarded a Research Leave shall submit a final report following completion of the leave, summarizing the work completed on the leave. Submission of a final report is required to be eligible for a subsequent Research</p>		<p>to provide up to six Research Leaves in each of those contract years for employees meeting the eligibility criteria for the Affirmative Action (“Conversion”) Pool. For two of the Research Leaves starting in 2017-18 priority will be given to assist an employee in the completion of their PhD.</p> <p>In addition to the above, the Employer will award two Research Leaves open to all members of the bargaining unit.</p> <p>Employees receiving a Research Leave may teach up to a maximum of 0.5 type 1 position or its equivalent during the leave. Applications will be reviewed on a competitive basis by the Research Leave Adjudicating Committee, consisting of three full-time faculty members, including a designate of the Associate Vice-President Research, and a supporting Committee secretary. There will also be a non-voting CUPE 3903 participant/observer on the Committee.</p> <p>Research Leave applications must be submitted by March 1 and shall consist of the following:</p> <ul style="list-style-type: none"> <li>(a) a description of the proposed project;</li> <li>(b) a statement of the scholarly/creative significance of the project and relationship of the project to the applicant’s area(s) of scholarship/creative endeavours and, if relevant, areas of teaching;</li> <li>(c) a statement of the timelines involved in the completion of the project;</li> <li>(d) an updated curriculum vitae, including a statement of current areas of research specialization;</li> <li>(e) a copy of the final report submitted on completion of previous research leave, if applicable.</li> </ul> <p>The list of successful Research Leave applicants shall be released by April 30.</p> <p>Employees awarded a Research Leave shall submit a final report following completion of the leave, summarizing the work completed on the leave. Submission of a final report is required to be eligible for a subsequent Research Leave.</p>
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		<p>Leave.</p> <p>Over the three years a minimum of 1/3 of the awards among the applicants otherwise assessed as meriting an award will be made to applicants who self-identify as a member of one or more of the designated employment equity groups. In the event that the number of applicants assessed as meriting an award does not allow for 1/3 of the awards to be made to applicants who have self-identified as a member of one more of the designated employment equity groups the Research Leave Adjudicating Committee will so report to the Joint Labour Management Committee on an annual basis.</p> <p>The Research Leave Adjudicating Committee shall submit a written report on the activities of the Committee to the Labour/Management Committee.</p>		<p>In each year, a minimum of one third of the Research Leaves will be from the qualified applicants of one or more of the five employment equity-seeking groups otherwise underrepresented in Unit 2. The Research Leave Adjudicating Committee must provide written documentation of having followed this process.</p> <p>The Research Leave Adjudicating Committee shall submit a written report on the activities of the Committee to the Labour/Management Committee.</p>
103	U2 15.21	<p>Effective September 1, 2012 the employer will allocate \$250,000 for the distribution of a Professional Expense Reimbursement which will be made available to Unit 2 employees on the following basis: \$350 for each type 1 or equivalent position (prorated for type 2 or "partial" appointments) to a maximum of \$1,050 per year. At the end of each contract year the unexpended portion of these funds shall be rolled over for following years with the following condition: any individual PER allocations which remain unspent after 3 years of initial allocation will be reabsorbed into the fund. The criteria and procedures regarding the administration of the Professional Expense Reimbursement will be subject to the approval of the Labour/Management Committee.</p>	Extending Professional Reimbursements	<p>Effective September 1, 2017 the employer will allocate \$300,000 for the distribution of a Professional Expense Reimbursement fund which will be made available to Unit 2 employees on the following basis: \$500 for each type 1 or equivalent position (prorated for type 2 or "partial" appointments) to a maximum of \$1,500 per year. At the end of each contract year the unexpended portion of these funds shall be rolled over for following years. The criteria and procedures regarding the administration of the Professional Expense Reimbursement will be subject to the approval of the Labour/Management Committee.</p>
104	U1 15.15	<p>The employer shall maintain a fund to defray research costs incurred by full time graduate students who hold or have held a position in the bargaining unit. In 2011- 2012 the amount allocated to the fund shall be \$80,000. Effective September 1, 2012, the amount allocated to the fund shall be \$100,000. Any unexpended monies shall be retained in the fund.</p>	Unit 1 Research Costs Fund	<p>The employer shall maintain a fund for the purpose of encouraging individual research and study and to defray research costs incurred by full time graduate students who hold or have held a position in the bargaining unit. Research costs shall include but are not limited too: language translation, accessibility costs, photography charges, camera rentals, space rentals, recording devices, transportation costs, media</p>

		The Research Costs Fund shall be administered by a four person committee consisting of two members of the bargaining unit selected by the Employer, and the Dean of the Labour/ Management Committee. All research costs grants shall be in varying amounts up to \$1,500 per academic year. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.		<p>accommodations and adaptive technologies. Effective September 1, 2017, the amount allocated to the fund shall be \$125,000 per contract year. Any unexpended monies shall be retained in the fund.</p> <p>The Research Costs Fund shall be administered by a four person committee consisting of two members of the bargaining unit selected by the Employer, and the Dean of the Labour/ Management Committee. All research costs grants shall be in varying amounts up to \$3,500 per academic year. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.</p>
105	U1 15.27 U3 26	New	Conference Travel Fund	<p>The Employer Shall maintain a Conference Travel Fund to support graduate students of the University attending scholarly, professional/ artistic conferences Effective September 1, 2017 the amount allocated to the Fund shall be \$125, 000 per contract year. Any unexpended monies shall be retained in the Fund.</p> <p>The criteria and procedures governing the administration of the Conference Travel Fund shall be administered by a four person committee consisting of two members of the bargaining units selected by the union, one full-time faculty member selected by the employer, and the Director of the Centre for Support of Teaching or designate, using criteria and procedures approved by the Labour/ Management Committee. An annual report on the Disbursement of monies shall be submitted in writing to the Labour/ Management Committee.</p>
106	U1 15.17 U2 15.20	<p>The Employer Shall transfer \$10, 000 from the Professional Development Fund in each year of the collective agreement to the Tuition Costs Fund, to assist employees in paying tuition costs for courses/programs/ conferences related to their employment. Any unexpended monies shall be retained in the Fund.</p> <p>The Tuition Costs Fund shall be administered by a four person committee consisting of two members of the</p>	Tuition Cost Fund	<p>The Employer Shall transfer \$20, 000 from the Professional Development Fund in each year of the collective agreement to the Tuition Costs Fund, to assist employees in paying tuition costs for courses/programs/ conferences related to their employment. Any unexpended monies shall be retained in the Fund.</p> <p>The Tuition Costs Fund shall be administered by a four person committee consisting of two members of the</p>

		bargaining units selected by the union, one full-time faculty member selected by the employer, and the Director of the Centre for Support of Teaching or designate, using criteria and procedures approved by the Labour/ Management Committee. An annual report on the Disbursement of monies shall be submitted in writing to the Labour/ Management Committee.		bargaining units selected by the union, one full-time faculty member selected by the employer, and the Director of the Centre for Support of Teaching or designate, using criteria and procedures approved by the Labour/ Management Committee. An annual report on the Disbursement of monies shall be submitted in writing to the Labour/ Management Committee.
107	U1 15.16 U2 15.19 U3 19	<p>Effective September 1, 2011, the employer agrees to contribute \$125,000 to the Professional Development Fund.</p> <p>The purposes, criteria, procedures, eligibility and priorities for distribution of these monies shall be established by the Labour/ Management Committee. The Director of the Centre for the Support of Teaching shall be invited to participate in the deliberations of the Committee. The monies shall be handled by the union, in accordance with the decisions of the Labour/ Management Committee. An annual report on the disbursement of the monies shall be submitted in writing to the Labour/ Management Committee. Any unspent monies shall roll over into the subsequent contract period.</p> <p>The parties suggest that the Committee consider the following two priorities:</p> <ol style="list-style-type: none"> <li>1. to assist new employees within the first two years of employment in the bargaining unit in the development of their professional competence and ability;</li> <li>2. to assist employees in upgrading their qualifications for full-time academic appointments.</li> </ol>	Increase Professional Development Fund	<p>Effective September 1, 2017 the employer agrees to contribute \$225,000 to the Professional Development Fund per contract year.</p> <p>The purposes, criteria, procedures, eligibility and priorities for distribution of these monies shall be established by the Labour/ Management Committee. The Director of the Centre for the Support of Teaching shall be invited to participate in the deliberations of the Committee. The monies shall be handled by the union, in accordance with the decisions of the Labour/ Management Committee. An annual report on the disbursement of the monies shall be submitted in writing to the Labour/ Management Committee. Any unspent monies shall roll over into the subsequent contract period.</p> <p>The parties suggest that the Committee consider the following two priorities:</p> <ol style="list-style-type: none"> <li>1. to assist new employees within the first two years of employment in the bargaining unit in the development of their professional competence and ability;</li> <li>2. to assist employees in upgrading their qualifications for full-time academic appointments.</li> </ol>

**Pedagogy (2 Proposals)**

#	Article Number	Prior Collective Agreement Language	Proposed Change	Proposed Collective Agreement Language
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108	U1 16 U2 16		Class size	<p>16.03 A course director, including course directors of online and blended courses, shall be assigned assistance and/or additional compensation to reflect course enrolments above twenty-five as follows:</p> <p>(a) For every 25 enrolled, assistance will be provided in the form of an 1.0 teaching assistantship in the form of an additional tutorial leader, marker grader or lab instructor</p> <p>(b) Assistance shall be provided from the commencement of the course where the projected enrolment exceeds twenty-five, but the assistance may be modified so as to reflect the actual enrolment as of the first official enrolment reporting date in each session;</p> <p>(c) Where the projected enrolment is twenty-five or less but actual enrolment as of the first official enrolment reporting date in each session exceeds twenty-five, assistance shall be provided as per (a)</p> <p>16.05. 1 With respect to teaching groups in which students are formally enrolled:</p> <p>(i) Assistance shall be assigned and/or additional compensation paid in the form of marker/grader assistance at the rate of twelve hours for each block of three students, or portion thereof, exceeding:</p> <ul style="list-style-type: none"> <li>• Teaching Group (a): twenty for a one-hour group, twenty for a one-and-one-half hour or two-hour group;</li> <li>• Teaching Group (b): forty;</li> </ul> <p>(ii) Assistance shall be assigned and/or additional compensation paid in the form of marker/grader assistance at the rate of eleven hours for each block of 3 students, or portion thereof, exceeding:</p> <p>First year 9-credit Foundations tutorials (g): twenty Second year 9-credit foundations tutorials (h): twenty</p> <p>(iii) For the triggers articulated in Article 16 05 1(ii) only, hiring units are not permitted to enrol above those triggers without the permission of the tutorial instructor. The letter of offer for Foundations tutorials will be revised so that the employee can indicate whether or not she agrees in advance to allow</p>
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			<p>enrolments to rise above the trigger. Failure to return the letter of offer by the time indicated in Article 12. 13 will be taken as indication that permission has been granted, until such time as the letter of offer is returned.</p> <p>(iv) The level of assistance required by this article shall be calculated on the basis of enrolments recorded for the 1 November official enrolment reporting date for fall and fall/winter courses, the 1 February official enrolment reporting date for winter courses, the 1 March official enrolment reporting date for winter/summer courses and as of the deadline date for withdrawal without academic penalty for courses in each of the summer sessions. Where assistance is paid pursuant to this article, such payment shall be made in one lump sum as soon as practicable after the dates specified above.</p> <p>(v) Where additional compensation per (iv) already has been paid to an employee who subsequently is replaced, the replacement employee shall be entitled to assistance/additional compensation at the appropriate rate per 16. 05. 1, pro-rated to the portion of the academic session remaining at the time of her appointment.</p> <p>16.05.3</p> <p>(i) It is understood that the figures specified in 16 05 1(i) are not intended to represent norms in class size;</p> <p>(ii) In any event, enrolments shall not exceed:</p> <ul style="list-style-type: none"> <li>• Teaching Group (a): twenty-five for a one-hour group, twenty-five for a one- and-one-half hour or two-hour group;</li> <li>• Teaching Group (b): fifty;</li> <li>• Teaching Group (c): fifteen for a two-hour or three-hour group;</li> <li>• Teaching Group (d): twenty-five per tutor 2; drop to twenty</li> <li>• Teaching Group (e): twenty-five; drop to twenty</li> <li>• First year 9-credit Foundations tutorials (f): twenty-five;</li> <li>• Second year 9 credit Foundations tutorials (g): twenty-five;</li> </ul>
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			<p>16.05.4          With respect to Clinical Course Directorships in the Department of Nursing, additional payment for 12 hours shall be distributed at the marker/grader rate for per each additional student above and beyond the group sizes specified below:</p> <p><u>Clinical course size caps:</u>          1900-7 students (total of 42 hours max)          2522-7 students (total of 144 hours max)          2523-7 students (total of 192 hours max)          2731-6 students (total of 96 hours max)          4131-6 students (total of 192 hours max)          3524-7 students for mental health and 4 students for peds (total of 144 hours max)          4526-7 students (total of 144 hours max)          4525-8 students          4527-14 students          4150-12 students</p> <p>CCDs must agree to taking on additional students and are not required to do so</p> <p>16.06.2          (i) After the first meeting of the group, reallocation of students among groups in the same course shall be authorized only by the course supervisor and only with the approval of the employee(s) concerned.</p> <p>(ii) After the first meeting of the group, where enrolment in a group is below the trigger specified in 16 05, other changes in the enrolment of a group shall be authorized only by the course supervisor after consultation with the employee(s) concerned.</p> <p>(iii) After the first meeting of the group, where enrolment in a group is equal to or greater than the trigger specified in 16 05, enrolment in that group may only be increased when authorized by the course supervisor with the approval of the employee(s) concerned to be confirmed in writing.</p>
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				(iv) Where official enrolment of a group exceeds the appropriate enrolment level at which additional assistance in the form of a 1.0 teaching assistantship in the form of tutorial leader, marker-grader, or lab instructor is provided by more than 10%, the employer shall open another section of the group. Where the employer decides not to open another section, it shall, at the request of the union, state the reasons for its decision in writing within 10 business days.
109	U2 Letter of Intent - Correspondence, internet, online, and blended courses  Or  Adding it to class size as 16.08		Online Courses	<p>The employer has agreed to equate online and blended distance education courses with regular courses and will remunerate these courses at the regular course director and tutorial Tutor 1 rates.</p> <p>Compensation and Seniority:  Course Director – 1 Type 1 APE and Salary  Tutor 1 – 1 Type 2 APE and Salary</p> <p>Number of Contact and Office Hours (including phone and on-line):  No more than regular format required for type 1 and type 2 positions (specifically in regard to on-line contact instructors may designate specific blocks of time per week in which they will be available to respond to student email communications). No individual teaching in an online or blended distance education course will receive an appointment of less than one tutor 1 position.</p> <p>The enrolment reporting date for both the fall/winter session and the summer session will be the last day of the first week of classes.</p> <p>Course Designers (as opposed to Course Coordinators) will be appointed to the Coordinator position, regardless of the provisions of Article 11 and 12, on the following basis:</p> <ul style="list-style-type: none"> <li>• for a full course, the first two times the course is offered, after which the position will be posted and appointed per the provisions of Articles 11 and 12.</li> </ul>

				<ul style="list-style-type: none"> <li>• for a half course, the first three times the course is offered, after which the position will be posted and appointed per the provisions of Articles 11 and 12.</li> </ul> <p>If the individual is a member of one or more of the five equity seeking groups otherwise under-represented in the hiring unit for bargaining unit work, that individual shall be appointed to teach the course for the first three times it is offered (for a full course) or the first four times it is offered (for a half course), regardless of the provisions of Article 11 and 12 regarding posting and hiring.</p> <p>In recognition of the extensive work required to design and mount an online or blended internet course, Course Directors will be compensated at an additional rate of a .5 CD (for a full course) and a .25 CD (for a half course) the first time they teach the course.</p> <p>All other Coordinator positions and all tutorial positions will be posted per the provisions of Article 11 and appointments made per the provisions of Article 12.</p>
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**Health and Safety (1 Proposal)**

<b>#</b>	<b>Article Number</b>	<b>Prior Collective Agreement Language</b>	<b>Proposed Change</b>	<b>Proposed Collective Agreement Language</b>
110	U1 15.02.7 U2 15.02.7 U3 11.03.7		Include guaranteed timelines and penalties for late responses to health and safety issues Include timelines and penalties around training and payment of health and safety committee members	Reserve