

York Administration's Offer Compared to CUPE 3903's Proposals

Wages and Benefits	
<p>The York Administration's Offer:</p> <ul style="list-style-type: none"> • Wage increase of 2.1%, 2.2% and 2.3% per year • No increase for Lee Wiggins (Student Centre) Childcare Centre • Childcare Fund increases to \$260,000 in <u>2018-19</u> • Increase Extended Health Benefits to \$220,000 per year • Dental implants as an allowable expense within already established limit of \$3000.00 as of <u>2019</u> • Retirees shall retain drug, dental, vision care, and other negotiated benefits up to \$1800 per person • \$50,000 Sexual Assault Fund through York's Sexual Violence Response Office with no union input and unclear guidelines for allocation • Cover cost of parking for off-campus assignments above parking rate of York Lanes 	<p>CUPE 3903's Proposals:</p> <ul style="list-style-type: none"> • Wage increase of 3.5%, 3.5% and 3.5% per year • \$70,000/year for Lee Wiggins (Student Centre) Childcare Centre • Childcare Fund increases to \$260,000 in <u>2017-18</u> • Increase Extended Health Benefits to \$250,000 per year • Increase limit to \$3000 per year and include \$1,000 for orthodontics and dental implants in <u>2017-18</u> • Retirees shall retain drug, dental, vision care, and other negotiated benefits up to \$2100 per person • Sexual Violence Survivor Fund of \$50,000 per year year to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence • Increase mileage reimbursement rate and cover cost of parking for off-campus work assignments above the rate of \$10/day • Increase Vision Care benefit limit to \$1000 every two years • Increase Paramedical benefits to a maximum of \$6000 • Drug, dental and vision care extended for 8 months after contract • Members on Long-term Disability receive 80% or \$4000 of wage whatever is more at time of disability/leave • Extend paid Maternity Leave to a year • Racial Discrimination Fund of \$30,000 per year • Penalty of 5% of member's salary when York is late

	<p>to pay member's salary</p> <ul style="list-style-type: none"> • Letter of intent on need and feasibility of daycare at Glendon and Markham campuses
--	---

Tuition and Funding	
----------------------------	--

<p>The York Administration's Offer:</p> <ul style="list-style-type: none"> • Allows York to claw back the entirety of your minimum guarantee (around \$5400) from money you earn through scholarships • No letter of intent on fellowship which allows York to make unilateral changes to unit 1 funding • Allows for claw back of summer funding to pay tuition • No deadlines or late penalties on late payment of Grant-in-Aid/Graduate Funding Assistance • Graduate Assistance research fund of \$80,000 to incentivize hiring of GAs by principle researchers • Alter Unit 1 and Unit 3 funding to remove Grant-in-Aid from monthly pay cheques and combined with Graduate Funding Assistance to be paid via direct deposit once a semester making monthly pay cheques lower 	<p>CUPE 3903's Proposals:</p> <ul style="list-style-type: none"> • Strengthen the minimum guarantee language by including the fellowship and protect the minimum guarantee from claw-backs including protection of scholarships and additional income from claw-backs. • Letter of intent on the fellowship including amounts to protect members from unilateral changes to their funding package • Allows for members to elect to receive their fellowship as four payments over the summer • Establish late penalties and deadlines for Grant-in-Aid and GFA payments • Protect GA positions/unit 3 jobs under the fellowship model: incoming MAs should have the opportunity to obtain a GAship and a percentage of research positions should be given preference to MAs before other research positions, match principle investigator (PI) funding by 50%, benefit charge 31% and list of RA positions each year • Unit 3 Minimum guarantee of \$15,000 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. • Increase Unit 3 Summer assistance amount to \$4000 to help offset for York's tuition increase • Bargaining unit members enrolled as international students shall pay the domestic tuition rate
---	---

Job Security and Workload	
----------------------------------	--

<p>The York Administration's Offer:</p> <ul style="list-style-type: none"> • Letter of understanding to form a committee to look into issues in School of Nursing 	<p>CUPE 3903's Proposals:</p> <ul style="list-style-type: none"> • In the School of Nursing, members will be permitted to serve as authorized replacements for preceptored courses
---	--

<p>The York Administration’s Offer:</p> <ul style="list-style-type: none"> • In School of Nursing, qualifications will be reasonably connected to the duties of the position • 2 Conversions per year • Members in CSSP maintain status for 5 years. Members can retain status if they maintain average of 2 Type 1 positions over 5 years, no improvement to work guarantee • 7 LSTAs per year; 3 or 5 years at discretion of hiring unit; 3 full course equivalents per year • A modified version of the “SRC” program (higher workload, lower pay); 5 per year allocated through application process; 5-year term, potentially renewable through onerous process for another 5 years [YUFA would need to approve this program and they have said they “will not accept” York’s proposal] 	<p>CUPE 3903’s Proposals:</p> <ul style="list-style-type: none"> • In School of Nursing, qualifications language will not exceed those established by Ontario College of Nurses (CNO) • 15 Conversion per year or 15% of the Tenure Track hires, whichever is greater; Clarify and improve the Conversion selection process • All members in CSSP to teach at least 1 Type 1 course or equivalent per year; or be compensated at same level of pay/experience credit • 10 LSTAs per year; 5-year renewable term; 3.5 full course equivalents per year; process improved • Bring back the Special Renewable Contract program; 10 per year allocated on basis of years of service; 5-year term, renewable for another 5 years and then 3 years. • Increase Incumbency to 60 months (or 66 months for Conversion Pool members) • Applicants in Conversion Pool for at least 5 years and having teaching experience in posted course, closely related course, or closely related academic department, field or discipline, shall be deemed to meet the posted qualifications for positions in 1st, 2nd and 3rd year courses. • Long-Service Override to apply to positions offered under Continuing Sessional Standing Program • 30% of all CLAs will be given to U2 members; If a hiring unit appoints more than one CLA in a given year, at least 50% shall be U2 members
---	--

Equity

<p>The York Administration’s Offer:</p> <ul style="list-style-type: none"> • 1-year extension in priority pool on all code-based grounds • Accommodation process started within 30 days 	<p>CUPE 3903’s Proposals:</p> <ul style="list-style-type: none"> • 2-year extension in priority pool on all code-based grounds • Accommodation procedure on all code-based
--	---

<ul style="list-style-type: none"> • Individualized accommodation process for access to breastfeeding facilities through the Centre for Human Rights • Limited access to library services for members following retirement (for a specific approved research project). 	<p>grounds with union representation and consultation and completion timeline 30 days</p> <ul style="list-style-type: none"> • Accessible breastfeeding facilities throughout campus; maintaining the cleanliness and safety of these facilities at all times • Access to library services for members following retirement • Equity hiring process for Unit 1 ‘tickets’: 50% from one or more of five equity seeking groups • Distribution of tickets: A minimum of 2 tickets shall be allocated per Faculty with employees represented by CUPE 3903 to ensure equitable distribution • 10 hours paid equity training: Mandatory paid training on Accessibility for Ontarians with Disability Act (AODA), anti-oppression, etc. • Sexual Violence Training: Mandatory paid training • Equity hiring consideration for new positions • Equity hiring consideration for new course design • Employment Equity Report to be made public and track process of York in meeting equity thresholds • Create an Office of Equity, Diversity, Inclusion, and Intersectionality • York to provide equity-group data on who is and is not accepted into graduate school
--	--

Professional Development

<p>The York Administration’s Offer:</p> <ul style="list-style-type: none"> • Unit 2 Professional Expense Reimbursement: increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150. All changes as of <u>2018-19</u> • Unit 1 Research Costs Fund: increase to 	<p>CUPE 3903’s Proposals:</p> <ul style="list-style-type: none"> • Unit 2 Professional Expense Reimbursement: increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150. All changes as of <u>2017-18</u> • Unit 1 Research Costs Fund: increase to \$110,000.
--	---

<p>\$110,000. Increase personal cap to \$1,600 per person</p> <ul style="list-style-type: none"> • Professional Development Fund: \$150,000 per year \$15,000 restricted to New “Career Advancement Program” aimed at U2 (instead of Conversions) 	<p>Increase personal cap to \$1,800 per person and include printing</p> <ul style="list-style-type: none"> • Professional Development Fund: \$137,500 per year
Pedagogy	
<p>The York Administration’s Offer:</p>	<p>CUPE 3903’s Proposals:</p> <ul style="list-style-type: none"> • Class size: Unit 2 CDs will receive marker/grader assistance at the rate of fifteen hours for each block of five students when enrolment exceeds fifty • School of Nursing: class size limits for Clinical Courses
Health and Safety	
<p>The York Administration’s Offer:</p>	<p>CUPE 3903’s Proposals:</p> <ul style="list-style-type: none"> • Representation on all health/safety committees • Notifications about workplace hazards including threats, emergency responses, evacuation services
Other Proposals	
<p>The York Administration’s Offer:</p> <ul style="list-style-type: none"> • Increase Unit 1 tickets to 55, taking work away from unit 2 members, and severely underpaying the Unit 1 members in question • Remove our members’ protection around unreasonable uses of technology 	<p>CUPE 3903’s Proposals:</p>