Proposed Framework

1. The collective agreement will be extended for those terms that do not otherwise expire at its conclusion for a three-year period ending August 31, 2023.

2. The extended collective agreement will be amended to adopt the use of the gender neutral and inclusive pronoun they throughout.

3. The Employer and CUPE 3903 will discuss for possible inclusion in the extended collective agreement as in 1 above those items which expire or have no further application on the conclusion of the existing collective agreement. For clarity, the following is the list of these items:

   (i) Article 15.12.4 – Childcare Fund
   (ii) Article 15.25 – Sexual Violence Survivor Fund
   (iii) Article 15.30 – CUPE 3903 Benefits Fund

4. The Employer and CUPE 3903 will discuss salary rates in each year of the extended collective agreement as in 1 above (Articles 10.02 and 15.03.1).

5. The Employer and CUPE 3903 will also discuss the value of Grant-in-Aid (Article 10.02), Graduate Financial Assistance (Article 10.08) and funds that continue under the terms of the extended collective agreement.

6. Any agreements resulting from discussion of salary rates and discussion of Grant-in-Aid, Graduate Financial Assistance and funds per Paragraph 3, 4 and 5 above will be subject to the stipulated moderation period in the Protecting a Sustainable Public Sector for Future Generations Act (Bill 124).

7. If an agreement on an extension of the collective agreement is not reached and ratified by the parties by 5:00pm, December 16, 2020 this proposal framework will be withdrawn.