

WAGES, BENEFITS AND FUNDS

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
1	U1 10.04.4	NEW: Penalty 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 5% of the monthly salary for the appointment to the Employee as a penalty.	
2	U1 10.07	NEW: Penalty for late GIA payments	<p>Except in exceptional circumstances, Grant-in-Aid payments should be deposited no later than the regular pay day for each contract month.</p> <p>If the Employer fails to meet one of the above deadlines, the Employer shall pay a penalty to the Union of \$_____, payable to the Ways and Means Fund for each incident.</p>	
3	U1 10.12	NEW: Penalty for late GFA payments	<p>The Faculty of Graduate Studies shall 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>If the Employer fails to meet one of the above deadlines, the Employer shall pay a penalty to the Union of \$_____, payable to the Ways and Means Fund for each incident.</p>	
4	U1 15.13.4 U2 15.12.4 U3 15.09.3	Childcare Fund: determining amount and fund becoming permanent	<p>A Child Care Fund in the amount of \$260,000 will be made available in each of 2018-19 and 2019-2020.</p> <p>Effective September 1, 2020, and every 12 months thereafter, the Employer agrees to contribute \$_____ to the Childcare 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.</p>	
5	U1 15.17 U2 15.20 U3 10.12	Professional Development and Tuition Cost Funds: determining amounts and funds becoming permanent, TCF adjudication	The Employer shall transfer \$_____ 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.	The Employer shall transfer \$12,500 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.

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		process lining up with the long existing practice	The Tuition Costs 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 the Professional Development Fund Committee of the Union . An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.	The Tuition Costs 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 the Professional Development Fund Committee of the Union. An annual report on the disbursement of monies, indicating the name, bargaining unit and amount provided to each recipient , shall be submitted in writing by the Union to the Employer Labour/Management Committee by no later than September 30th of each year.
6	U1 15.27 U2 15.30 U3 22	Extended Health Benefits Fund: determining amount and making the fund permanent	On each of September 1, 2018 and September 1, 2019, Effective September 1, 2020, and every 12 months thereafter, the Employer will provide to CUPE 3903 a total amount of \$_____ annually to assist CUPE 3903 to fund and administer its own plan or arrangement for benefits not covered by the collective agreement. 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.	
7	U1 15.29 U2 15.25 U3 26	Sexual Assault Survivors Support Fund: determining amount and making the fund permanent	For the contract year September 1, 2018-2019, Effective September 1, 2020, and every 12 months thereafter, the Employer will provide to CUPE 3903's Trans Feminist Action Caucus a total amount of \$50,000 annually to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence. For the contract year 2019-2020, \$10,000 will be provided to CUPE 3903's Trans Feminist Action Caucus and \$40,000 will be provided to the Sexual Violence Response Centre. The Sexual Violence Response Centre will meet quarterly with the Union, or at reasonable request, to discuss access to and distribution of these monies.	For the contract year Effective September 1, 2021 2018-2019, and each September 1 thereafter, the Employer will provide to CUPE 3903's Trans Feminist Action Caucus a total amount of \$50,000 to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence. By September 30, 2022 and by each September 30 thereafter, the Union will provide a report to the Employer indicating the amount of money that was spent in the previous 12-month period. For the contract year 2019-2020, \$10,000 will be provided to CUPE 3903's Trans Feminist Action Caucus and \$40,000 will be provided to the Sexual Violence Response Centre. The Sexual Violence

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				Response Centre will meet quarterly with the Union, or at reasonable request, to discuss access to and distribution of these monies.
8	U1 Letter of Intent 6	NEW: Penalty for late ITO payments	<p>The Faculty of Graduate Studies will 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>If the Employer fails to meet one of the above deadlines, the Employer shall pay a penalty to the Union of \$_____, payable to the Ways and Means Fund for each incident.</p>	
9	U2 15.27	Post-retirement benefits	<p>POST-RETIREMENT BENEFITS</p> <p>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, defined for the purposes of post-retirement benefits only as the voluntary severance of the employment relationship with the University at or following the date on which the employee first became eligible to receive a monthly pension from the York University Pension Plan, in the form of a retiree health care spending account as follows:</p> <p>a) each retiree's health care spending account will have an annual limit of \$1800 \$3000 (in line with paramedic benefits)</p> <p>b) the total annual Employer contribution to cover post-retirement benefits over the term of this collective agreement is a maximum of \$100,000 in each year.</p> <p>Any unspent portion of the Employer's annual contribution will be carried forward to the next year;</p> <p>In order to be eligible for the post-retirement benefits the employee must:</p> <p>a) be enrolled in the York University Pension Plan;</p>	

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			<p>b) provide written notice to Pensions and Benefits that she is retiring and permanently sever her employment relationship with the University in the Unit 2 bargaining unit;</p> <p>c) retire the first of the month within 36 months following the end of her last unit 2 contract; d) elect to receive a monthly pension from the York University Pension Plan.</p> <p>Employees who retire according to the terms of this article shall be accorded a continuation of email privileges, subject to availability.</p>	
10	<p>U3 Letter of Understanding – Graduate Assistant Training</p> <p><i>The Union proposed a new LoU that restructures the fund in major ways; however, the Employer proposed minor changes to the existing LoU.</i></p>	<p>NEW: Joint GAT Fund Committee</p>	<p>(i) The Employer and the Union shall share oversight responsibilities for the Graduate Assistant Training (GAT) Fund through the creation of a joint GAT Fund Committee. The Committee shall consist of an equal number of representatives from both parties to oversee, implement, and administer the Fund. A representative of each party shall be designated as a joint Chair. The Committee shall meet once each semester. The Committee shall also be tasked with establishing a non-competitive equitable process for the distribution of the funds.</p> <p>(ii) The Employer shall provide the Union with a GAT Fund report once per term (Oct 15; Feb 15; Jun 15) that shall include the following:</p> <p>(1) all applications to the Fund; (2) all Graduate Assistant postings arising out of awards from the Fund, and; (3) the distribution of funds, including the posting number, the Principal Investigator’s name, the Union member’s information, and the amount awarded.</p> <p>(iii) The amount of \$175,000.00 from the Unit 3 GA Bursary Fund will be reallocated to the GAT Fund for every year of the collective agreement (CA). Any unspent monies from the GAT</p>	<p>The University will implement a Graduate Assistant Assignment Protocol that will support the incentive of research at the University and the provision of high-quality training opportunities in research for graduate students.</p> <p>Under a 2-year program from September 1, 2018 to August 31, 2020 In each of the years September 1, 2021 to August 31, 2022 and September 1, 2022 to August 31, 2023, the University will create and offer a Graduate Assistant Training (“GAT”) Fund that will support the incentivization of research at the University and the provision of high-quality training opportunities in research for graduate students working with a Principal Investigator (“PI”) as part of that PI’s research team. The amount of the GAT Fund in each year will be \$80,000. Individual allocations under this fund will be provided to PIs with a value of up to \$X,000.00.</p> <p>The Graduate Assistant Training (GAT) Fund will distribute up to the total of \$80,000 in each academic year to Principal Investigators who are in receipt of external research funding and commit to hiring a Graduate Assistant. Individual allocations under this fund will be provided to Principal Investigators with a value of up to \$2,000.00.</p> <p>In order to be provided with GAT Funds a PI must:</p>

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			Fund will be rolled over into the next year of the CA.	<p>a. Be in receipt of external research funding;</p> <p>b. Commit to hiring a Graduate Assistant in order to have GAT Funds provisionally identified for their use; and</p> <p>c. Have executed a contract for a Graduate Assistant in order to receive the GAT Funds.</p> <p>The University will provide CUPE 3903 Unit 3 with a report on GAT Fund allocations by no later than end of the Fall, Winter and Summer terms.</p> <p>The GAT Fund shall be administered by the Faculty of Graduate Studies and the Faculty Relations Office Office of the VPRI which will be tasked with establishing a non-competitive equitable process for the distribution of the funds for high quality training experiences GAT Fund in accordance with the criteria for receiving funds per a and b above. CUPE 3903 will be consulted in the establishment of this process.</p> <p>The University will take steps to ensure that researchers are advised of the distinction between Graduate Assistants (GA) and Research Assistants (RA), including the appropriate posting of GAships in order to avoid bargaining unit assignments being improperly awarded to Research Assistants.</p> <p>In those situations where a graduate student considers that the assignment for which they have been engaged is not properly a Research Assistantship they ought to discuss this first with the faculty researcher and, if not satisfied, raise this with the Union.</p>
11	U3 Letter of Understanding – Graduate Assistant Training	NEW: Matching costs and funding	(i) The Employer shall cover 85% of the standard benefit rate associated with the hiring of an employee into a Unit 3 position. The Employer shall take steps to ensure that Principal Investigators face no institutional barriers to hiring Graduate Assistants. The Employer shall guarantee that the portion of the standard benefit rate that a Principal	

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			<p>Investigator must cover in hiring a Unit 3 GA shall not exceed 15% in any faculty or department.</p> <p>(ii) The Employer shall match 50% of the Principal Investigator's research funding to cover the cost of wages associated with the hiring of an employee into a Unit 3 position.</p>	

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12	U1 15.09.2	Priority pool extension for Executive service: Eliminate discrimination for accessing different CA rights, especially for members with disabilities	<p>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 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>A member's eligibility for a program extension on the basis of executive service shall not be affected by that member accessing or having accessed other program extension provisions outlined in the collective agreement.</p>	
13	U1 15.09.4	Priority pool extension for Bargaining Team service: Eliminate discrimination for accessing different CA rights, especially for members with disabilities	<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</p>	

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			<p>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>A member's eligibility for a program extension on the basis of bargaining team service shall not be affected by that member accessing or having accessed other program extension provisions outlined in the collective agreement.</p>	
14	U1 Letter of Understanding	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. The York Graduate Fellowship will not be reduced in any amount unless the Unit 1 member has received a scholarship worth at least \$35,000 a year. Additional work, in the form of a TAsip, GAsip, RAsip, 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 members shall count as additional income on top of and in addition to the Fellowship amount given to fulfill the minimum guarantee.</p> <p>Unit 1 members within 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 10th day of the first month of the new semester and they will have the choice to:</p> <p>1) receive the Fellowship in three equal installments which will be posted directly to their student account by the 30th 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</p>	

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			<p>2) receive the amount of the Fellowship divided into four equal installments paid over the summer months on the 25th day of each month in order to guarantee a monthly summer income.</p> <p>Unit 1 members shall choose how they receive the Fellowship as a part of their TAship offer of appointment. Unit 1 members shall be given the choice to indicate how they receive the Fellowship model on an annual basis as a part of their TAship 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 four equal installments over the summer months paid on the 25th 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 by which they will receive the Fellowship by the 15th day of the first month of the semester.</p>	
15	U1 Letter of Agreement Point A	Priority pool eligibility to members in year 6	<p>Eligibility criteria are:</p> <ul style="list-style-type: none"> • member of the bargaining unit during the preceding 12-month period, including those on leaves of absence under the collective agreement; • in the Priority Pool; • have applied where appropriate and accepted when offered a teaching assistantship or other work; • must be continuously registered on a full-time basis for the following 12-month period; 	

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16	U1 10.02.2 (iii)	NEW: paid voluntary training on job requirements	Reserve	
17	U1 12.07.2 (ii)	NEW: Establishing deadlines for Unit 1 contracts. The current clause would become (i) and the additions would follow (i).	Except in exceptional circumstances, Offers of Appointment for the Fall/Winter session will be issued by July 7.	12.06 NOTIFICATION OF APPLICANTS FOR POSITIONS Each hiring unit shall post its hiring decisions by posting on the hiring unit's CUPE 3903 Bulletin Board the names of the persons offered/appointed to positions. [.....]
18	U1 12.07.2 (iii)	NEW: Same as above	Except in exceptional circumstances, Offers of Appointment for the Winter session will be issued by November 1.	(ii) When practicable, offers of appointment, other than course directorships, shall be issued at least four weeks prior to the start of the term in which the appointment is held.
19	U1 12.07.2 (iv)	NEW: Same as above	Except in exceptional circumstances, Offers of Appointment for the Summer session will be issued by April 1.	12.07.3 Candidates must confirm their acceptance of an offer of appointment within five calendar days, at which time the offer will expire. [.....] APPENDIX "B" TA OFFER OF APPOINTMENT: If you accept this offer of appointment, please complete, sign, and return the attached copy of this form to me within five calendar days. (Any delay in responding may delay your first salary payment.)
20	U1 12.07.2 (v)	NEW: Penalty for late offers of appointment	Where the Employer fails to issue an Offer of Appointment on or before the dates indicated in 12.07.2 (ii), 12.07.2 (iii) and 12.07.2 (iv), the Employer shall pay a penalty to the Union of \$____, payable to the Ways and Means Fund for each incident.	
21	U1 16.04.(e) U2 16.04.(e)	Addressing job security, workload and student success	(e) Where the group is in the Faculty of Fine Arts Departments of Music and Dance, and where the principal focus of the course is performance involving movement, dancing, choreography, singing or playing of instruments. It is understood that (e) does not apply when the group is being led by the course director. It is	

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			<p>also understood that (e) is not meant to include orchestras, bands or choirs;</p>	
22	U1 16.05.1 U2 16.05.1	Addressing job security, workload and student success	<p>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 ten hours for each block of three students, or portion thereof, exceeding:</p> <ul style="list-style-type: none"> • Teaching Group (a): twenty-five twenty for a one-hour group, thirty twenty-five for a one-and-one-half hour or two-hour group; • Teaching Group (b): forty thirty-five; <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> <ul style="list-style-type: none"> • First year 9-credit Foundations tutorials (g): twenty-five twenty • Second year 9-credit Foundations tutorials (h): twenty-eight twenty-three 	
23	U1 16.05.3 (ii) U2 12.16.5	Addressing job security, workload and student success	Effective September 1, 1999, 1000-level Foundations tutorials will have a trigger set at 25 20 and an upper class size limit of 28 23 . 2000-level Foundations tutorials will have a trigger set at 28 23 and an upper class size limit of 34 26 .	
24	U1 16.05.3 (iii) U2 12.16.6	Addressing job security, workload and student success	Normally, the size of 1000-level foundations tutorials shall not exceed 25 20 at the November 1 count, and the size of 2000-level Foundations tutorials shall not exceed 28 23 at the November 1 count.	
25	U2 10.04.1	NEW: Per Hayes award	Clinical Course Directors	
26	U2 10.04.2	NEW: CCD definition	“Clinical Course Director” shall be defined as an individual whose primary activity is to provide practical instruction to students in clinical and lab settings on the application of practical knowledge, where the primary activity is limited to clinical or	

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			public health practice, and where the teaching, supervising (direct and indirect), and mentoring of students in the clinical and lab settings, and associated duties, are directly related to the practicum of the students' programs.	
27	U2 10.05.8	NEW: Addressing workload, training and professional development	If the Employer requires an individual to attend additional orientations, course-specific orientations, professional development, orientations at third party agencies, or train-the-trainer sessions in excess of 16 hours or 24 hours as limited by the provision above, they shall be paid at the marker/grader rate.	
28	U2 11.01.3	Eliminating the Proof of Practice requirement	The qualifications posted for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted position, including in cases where tutor positions are posted in Unit 1 and Unit 2. In the Department of Nursing, qualifications set with respect to proof of practice will be reasonably connected to the duties of the position. The Employer shall not require employees to furnish letters from third party agencies providing proof of practice.	
29	U2 11.13	Penalty for late offers of appointment	Subject to the limitations arising out of the confirmation of a practicum arrangement with a third party, placement confirmations for clinical course directors (CCDs) in the School of Nursing shall be posted at least two eight weeks in advance of the contract start date. If the Employer posts a confirmation less than four weeks in advance of the contract start date, the Employer shall pay to the appointed CCD a penalty of 10% of the CCD's salary for that academic session pursuant to the contract(s) and the collective agreement.	
30	U2 12.01	CSSP – job security for mid-seniority members	CONTINUING SESSIONAL STANDING PROGRAM Eligibility Bargaining unit employees shall be granted Continuing Sessional Standing upon the completion of three five consecutive contract years (September 1 to August 31) with an average annual minimum teaching intensity of ≥ 1 Type 1 or equivalent positions (0.5 Type 1 for	

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			<p>members of EE groups OR 1 Type 1 over three consecutive years, TBD in bargaining) over the three five years. Further:</p> <ul style="list-style-type: none"> i. All employees who met the criteria outlined above as of September 1, 2014 will be granted Continuing Sessional Standing effective the date of ratification of the 2014-2017 collective agreement. ii. All employees with Continuing Sessional Standing will retain this status unless and until such status ends pursuant to the terms set out below. iii. The contract year (September 1 to August 31) will be used for the purposes of determining whether the eligibility criteria for Continuing Sessional Standing have been met. <p>Appointment Process</p> <ul style="list-style-type: none"> i. A list of employees who have Continuing Sessional Standing shall be produced by the Employer by October 1st of each year. The Employer will notify each eligible member and invite them to apply for the program by either mail and/or email. ii. On or before each November 1st, employees with Continuing Sessional Standing shall, for each applicable hiring unit, submit an updated curriculum vitae and provide notice of intent to participate in the Continuing Sessional Standing appointment exercise by filling out the appropriate section of the Blanket Application Form. iii. By no later than January 22nd, a list of all of the courses identified for Unit 2 posting for the upcoming Summer, Fall and Winter Terms as of this date will be posted electronically in a location accessible to employees and the Union iv. By no later than January 22nd, hiring units will offer employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program courses from the posted list for 	

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			<p>which they are the most senior qualified candidate among employees participating in the Continuing Sessional Standing Program in the hiring unit according to the process in 12.03.1 and 12.03.2.</p> <p>Appointments will be made to the most senior qualified candidate (art. 12.04.1) among employees participating in the Continuing Sessional Standing Program in the hiring unit according to the process in articles 12.03.1 and 12.03.2. Where qualified candidates are of approximately equal seniority and one candidate is a member of a designated equity group the offer will be made to that candidate. The hiring units shall appoint no less than 65% of their CSSP positions to members of designated equity seeking groups.</p> <p>By no later than January 22nd, hiring units will issue a “Notice of Recommended Appointment” marked CSSP in the form contained in Appendix A to employees who have provided notice of their intent to participate in the CSSP.</p> <p>v. Participants in the CSSP shall be appointed to no less than 1 Type 1 or equivalent positions per contract year. Offers of appointment will be copied to the other participating candidates in the hiring unit and all offers of appointment will be copied to the Union.</p> <p>vi. A three-week deadline will be provided for offers to be accepted, counted from January 22nd. After the expiration of the CSSP Notice of Recommended Appointment, and in the absence of a query or grievance, all contracts will be issued forthwith.</p> <p>vii. Articles 12.03.1 (Long-Service Override) and 12.03.2 (circumstances in which candidates have equal applicable prior experience) will</p>	

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			<p>apply and employees participating in the CSSP 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 CSSP.</p> <p>viii. Following the conclusion of the CSSP exercise, assignments which were not accepted will be posted during the common posting periods, together with other assignments not included in the CSSP exercise.</p> <p>Continuing Sessional Standing Program Guarantee</p> <p>Employees with Continuing Sessional Standing who have a minimum average annual teaching intensity of 2 1 Type 1 or equivalent positions (0.5 Type 1 for members of EE groups OR 1 Type 1 over three consecutive years, TBD in bargaining) over the previous 3 contract years and who are offered 2/3 or less of their average number of Type 1 or equivalent positions based on the previous 3 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 3 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:</p>	

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			<p>(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</p> <p>(b) additionally applied for bargaining unit positions in accordance with her "normal" historical application 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 3 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</p> <p>Employees who meet the eligibility criteria for the Continuing Sessional Standing shall maintain this status in subsequent years until such time as they provide notice that they elect to withdraw from the Program. for a minimum of five contract years and shall continue in this status for successive five 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 five 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 five contract year period, she will no longer have Continuing Sessional Standing.</p>	
31	U2 12.24	NEW: Addressing workload issues and student success	Where an employee is required to conduct a make-up exam, attend a make-up practicum day, work an additional day, or attend an orientation, they shall be compensated at the marker/grader rate for each	

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			<p>hour worked. This will not apply to the clinical course directors.</p>	
32	U2 15.03.1	<p>NEW: UNIT 2 FOLKS, DESCRIPTION NEEDED HERE</p>	<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>	
33	U2 16.03.1	<p>NEW: Workload issues, class size, and student success</p>	<p>A clinical course director responsible for direct supervision shall have a clinical group size limit of 6 students.</p> <p>A clinical course director responsible for indirect supervision shall have a clinical group size limit of 14 students, or 12 IEN students, or 8 students in a community clinical grouping.</p>	
34	U2 16.03.1 (a)	<p>NEW: Workload issues, class size, and student success</p>	<p>The School of Nursing is not permitted to enrol students above those class size limits without the permission of the clinical course director. The clinical course director shall be compensated an extra \$1000 per additional student, per contract.</p>	
35	U2 24.02.1	<p>LSTAs – job security</p>	<p>LSTAs will be awarded for a three to five year period, depending on academic need and the recommendation of the hiring unit, and will consist of contract assignments comprising 3 full course equivalents and, subject to availability, up to 3.5 full course equivalents in each of the three to five years of the term, subject to the condition that the employee has 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. The Employer shall issue a notice stating the name and</p>	

WORKLOAD, PEDAGOGY AND JOB SECURITY				
#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
			the courses assigned for each semester and shall post the notice on: https://cupejobs.uit.yorku.ca/#	
36	TBD	NEW: Job security and retirement plan for high seniority and long serving members	<p>ALBERTYN APPOINTMENTS</p> <p>LONG SERVICE REWARD</p> <p>Employees who, effective September 1, 2020, are at or above the normal retirement age or who have 30 or more years of service in a teaching capacity at York University (excluding CUPE 3903 Unit 2 retirees and YUFA retirees), and who have held at least one CUPE 3903 Unit 2 teaching contract over the previous 3-year period, shall be offered a severance package including a payment in the amount equivalent to two years of salary paid at the highest salary level they have received. Employees may opt to take this severance package at any point during the 2020-2023 Collective Agreement, upon the expiry of which the offer is void.</p> <p>ELIGIBILITY</p> <p>The Employer will offer an Albertyn Appointment to all eligible members annually beginning with the commencement of the 2020 CUPE 3903 Unit 2 collective agreement.</p> <p>Employees who, effective September 1 preceding the date of the award of an Albertyn Appointment (AA), have fewer than 30 years of service and Applicable Prior Experience equivalent to 50 Type 1 units of APE (or 45 for members of one of the designated employment equity groups), and who have taught in the CUPE 3903 Unit 2 bargaining unit at an average intensity of 2.5 FCEs over the three previous years, including approved leaves, shall be offered an AA.</p>	

WORKLOAD, PEDAGOGY AND JOB SECURITY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
			<p>Non-bargaining unit experience accrued under Article 12.08 shall not apply for the purposes of meeting the above eligibility requirement.</p> <p>NOTE: For the purposes of eligibility, one year of service shall consist of any CA year in which the Employee held a teaching position in the CUPE 3903 Unit 1 or CUPE 3903 Unit 2 bargaining units.</p> <p>TERM OF APPOINTMENT AND COMPENSATION</p> <p>AAs shall be awarded for a 10-year period and shall consist of teaching assignments comprising 3.5 FCEs in each of the 10 years of the term. Employees may opt to accept an AA at any point during the 2020-2023 Collective Agreement provided they meet the eligibility criteria above. Effective September 1, 2020, compensation for these 3.5 FCEs shall be the current applicable rate for 5.5 FCEs.</p> <p>Members shall not apply for nor be appointed to any other course in the CUPE 3903 Unit 2 bargaining unit during the period of the Albertyn Appointment.</p> <p>The Employer shall provide members with the opportunity to request preferred courses. The Employer shall attempt to assign members to their preferred courses if possible, provided no other hiring provisions in this collective agreement would be violated. Except where necessary to meet accommodation needs the final decision on course assignment shall rest with the Employer. The Employer shall have sole discretion in the assignment of the teaching positions based on the teaching needs of the Faculty or hiring unit(s).</p> <p>CROSS APPOINTMENT</p>	

WORKLOAD, PEDAGOGY AND JOB SECURITY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
			<p>Albertyn Appointments may be cross appointed between and/or among two or more hiring units or Faculties. The hiring unit or Faculty shall be noted in the AA offer.</p> <p>SEVERANCE</p> <p>At the conclusion of the 10-year period, members will retire on August 31 in the final year of the Albertyn Appointment and upon retirement shall forfeit all seniority in the CUPE 3903 Unit 2 bargaining unit. Upon retirement, members shall receive a severance payment from York University in an amount equivalent to 11 FCEs at the current applicable rate.</p> <p>Employees may opt to retire before the end of the 10-year period. If they do so, they will receive a severance payment from York University in an amount equivalent to 1 FCE at the current applicable rate per full year of service in the AA. Upon retirement, members shall forfeit all seniority in the CUPE 3903 Unit 2 bargaining unit.</p> <p>It is understood that by retiring from the AA (early or at the end of the 10-year period) and collecting severance members forfeit the opportunity for additional Albertyn Appointments should they become re-employed by the University after retirement.</p>	
37	U3 Letter of Underst.	NEW: Proper job classification for graduate assistants	<p>(i) In recognition of the continuing difficulties ascertaining who falls within the scope of the bargaining unit, the parties agree that, before Research Assistant funds are released to a full-time graduate student, the Faculty of Graduate Studies must review the Research Assistantship for the following criteria:</p> <p>i. Set work hours/hourly pay</p>	

WORKLOAD, PEDAGOGY AND JOB SECURITY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
			<p>ii. Direct supervision that is not directly tied to a dissertation, thesis, or MRP project</p> <p>iii. Clerical or administrative work</p> <p>iv. Tasks in aid of a supervisor's research</p> <p>v. Research that will be published under someone else's name</p> <p>vi. Work that aids in the development of the faculty or department's curriculum, policies, regulations and/or academic development</p> <p>vii. Work in support of a research centre</p> <p>If the Research Assistant position meets any of criteria above, it must be reclassified as a Graduate Assistantship.</p> <p>The Faculty of Graduate Studies is required to provide a report each term to the Union summarizing the results of the foregoing criteria review of RAships.</p> <p>(ii) For every Research Assistant position that is successfully converted to a GAship, the Employer shall pay a penalty of \$5000 to the Union's Ways and Means fund.</p>	

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
38	U1 17.21 U2 17.23 U3 16.19	Broadening the scope of the leave to include gender-based violence, and making the eligibility for the leave inclusive of the care responsibilities our members have beyond heteronormative family relations.	<p>DOMESTIC, OR SEXUAL, AND/OR GENDER-BASED VIOLENCE LEAVE</p> <p>An employee may request and take a domestic, or sexual, and/or gender-based violence leave where they or their child anyone for whom they have care responsibilities experiences or is threatened with domestic, or sexual, and/or gender-based violence. This leave will be to allow the employee to seek medical attention, counselling, victim and support services, legal assistance or to relocate. The employee, if requested to do so, will provide reasonable proof signed by a qualified practitioner.</p> <p>Upon approval of such a leave the employee will be entitled to a paid leave of up to six-thirty-fifths, and the total leave may extend for up to the duration of the academic term. The details or extent of the violence threatened or experienced need not be disclosed to the Employer, and the Employer will maintain confidentiality regarding the nature of the employee's leave. In the case of an extended absence beyond ten (10) days, the employee to the best of their ability, shall keep their supervisor informed of the anticipated date of the employee's return.</p> <p>Where an employee has exhausted their domestic, sexual, and/or gender-based violence leave and sick leave and any other leave entitlement under this agreement, they may be eligible for Long Term Disability, subject to the terms of the Plan (Article 10.13).</p>	<p>DOMESTIC, OR SEXUAL, AND/OR GENDER-BASED VIOLENCE LEAVE</p> <p>An employee may request and take a domestic, sexual and/or gender-based violence leave where they or their child experiences or is threatened with domestic, or sexual and/or gender-based violence. This leave will be to allow the employee to seek medical attention, counselling, victim and support services, legal assistance or to relocate. The employee, if requested to do so, will provide reasonable proof signed by a qualified practitioner.</p> <p>Upon approval of such a leave the employee will be entitled to a paid leave of up to six-thirty-fifths and the total leave may extend for up to the duration of the academic term. The details or extent of the violence threatened or experienced need not be disclosed to the Employer and the Employer will maintain confidentiality regarding the nature of the employee's leave. In the case of an extended absence beyond ten (10) days, the employee to the best of their ability, shall keep their supervisor informed of the anticipated date of the employee's return.</p>
39	U2 4.04.8 <i>The Employer is proposing further changes that go beyond</i>	Grievance procedure and investigations	The Employer will respond to the grievance in writing consistent with the timelines provided in Article 6.06, unless the Employer proceeds with a formal investigation. The Employer will engage a trained investigator to undertake the formal investigation, including in respect of health and safety (e.g. harassment) complaints, within 2 days upon receipt of the complaint. Such an investigation will	4.03.6 When a grievance is filed as per Article 6.20, a first meeting is convened by the Employer as per Article 6.06. If an employee who is not in the CUPE 3903 bargaining unit is named as a respondent in the grievance, this meeting may include a case advisor or the Executive Director from the York University Centre for Human Rights, Equity and Inclusion (the Centre).

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
	<p><i>our proposal, 4.03.6 through 4.04.11</i></p> <p>NOTE FOR BT: This was actually a Unit 2 specific proposal. But the Employer is treating it as an all-units proposal.</p>		<p>proceed under the University Procedures and the investigator will be appointed from a list of internal investigators agreed to by the Employer and the Union.</p>	<p>The employer shall not use information provided by a complainant-employee respecting sexual and/or gender harassment for the purpose of disciplining any member of the University community unless that complainant-employee specifically agrees to such usage.</p> <p>4.03.8 The Employer will respond to the grievance in writing consistent with the timelines provided in Article 6.06, unless the Employer proceeds with a formal investigation. The Employer will adhere to the timelines in the University’s Procedures for determining whether to proceed with a formal investigation. Such an investigation will proceed under the University’s Procedures and the investigator will be appointed from a list of internal investigators agreed to by the Employer and the Union.</p> <p>4.03.11 Grievance Response and Redress</p> <p>Within fourteen (14) twenty (20) calendar days of the receipt of the Investigation Report from a formal investigation, the Employer will respond in writing to the grievor with:</p> <p>(i) Whether the facts as revealed to the Investigation Report are such that some managerial action is warranted and;</p> <p>(ii) what redress shall be awarded or continued.</p> <p>4.04 Racial and Ethnic Harassment</p> <p>4.04.6 When a grievance is filed as per Article 6.20, a first meeting is convened by the Employer as per Article 6.06. If an employee who is not in the CUPE 3903 bargaining unit is named as a respondent in the grievance, this meeting may include a case advisor or the Executive Director from the York University Centre for Human Rights, Equity and Inclusion (the Centre). The employer shall not use information provided by a complainant-employee respecting sexual and/or gender harassment for the purpose of disciplining any member</p>

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
				<p>of the University community unless that complainant-employee specifically agrees to such usage.</p> <p>4.04.8 The Employer will respond to the grievance in writing consistent with the timelines provided in Article 6.06, unless the Employer proceeds with a formal investigation. The Employer will adhere to the timelines in the University's Procedures for determining whether to proceed with a formal investigation. Such an investigation will proceed under the University's Procedures and the investigator will be appointed from a list of internal investigators agreed to by the Employer and the Union.</p> <p>4.04.11 Grievance Response and Redress Within fourteen (14) twenty (20) calendar days of the receipt of the Investigation Report from a formal investigation, the Employer will respond in writing to the grievor with: (i) Whether the facts as revealed to the Investigation Report are such that some managerial action is warranted and; (ii) what redress shall be awarded or continued.</p>
40	U2 12.26	Equity hiring	<p>In any given hiring unit, the Employer shall appoint members of the five employment equity groups (i.e., Aboriginal people, persons with disabilities, visible minorities, women, and LGBTQ individuals) to a minimum of 65% of all the CUPE courses being offered in the department (after calculating LSTA and CSSP appointments). The Employer shall make 50% of such appointments to BIPOC members (with priority given to Black and Indigenous people).</p>	
41	U2 24.07	Equity hiring for LSTAs	<p>In the 2020-2021 contract year a minimum of 7 LSTAs will for be offered for September 1, 2021, in the 2021-2022 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2022, in the 2022-2023 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2023. To the extent practicable a A minimum of 65% of the total number of LSTAs over the two-year period</p>	

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
			<p>will be made from among those who belong to one or more of the five employment equity groups (ie, Aboriginal people, persons with disabilities, visible minorities, women and LGBTQ). The Employer shall make 50% of such appointments to BIPOC members (with priority given to Black and Indigenous people).</p>	
42	U2 23.04	Equity hiring for conversions	<p>(i) The employer shall provide incentive funding to a hiring unit(s) recommending an affirmative action pool member to a tenure stream position. This funding will normally cover the differential between the starting salary of the appointment and the cost of three full course directorships. The employer shall make \$250,000 available in incentive funding in each year of the collective agreement.</p> <p>(ii) In each year of the collective agreement, the Office of the Vice President Academic and Provost shall make the greater of:</p> <p>a) five recommendations per year,</p> <p>or</p> <p>b) recommendations equal to 20% of the tenure-track hires in that academic year. That percentage will only apply to departments where CUPE 3903 holds at least 40% of the Course Directorships.</p> <p>For example, if in an academic year the Employer has decided to make 200 tenure track appointments throughout the University, of which 80 are in departments in which CUPE 3903 holds at least 40% of the Course Directorships, the Employer must make a minimum of 16 recommendations for that academic year.</p> <p>(iii) In each year, at least 65% of all recommendations for conversion to tenure-</p>	

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
			<p>stream positions will be for members from one or more of the five designated employment equity-seeking groups (ie, Aboriginal people, persons with disabilities, visible minorities, women and LGBTQ individuals). From those, a minimum of 50% of the recommendations will be for BIPOC members. Hiring units must provide written documentation of having met these thresholds.</p> <p>(iv) Tenure-stream recommendations per 23.03.1 and 23.03.2 shall be made by April 15 and the Provost's announcement to the York community shall be made by April 30. Appointments shall commence July 1.</p> <p>(v) If an applicant is not recommended by the School or Department, a written explanation will be provided to the applicant upon request.</p>	
43	<p>U1 10.01.1</p> <p><i>The Employer is proposing further changes that go beyond our proposal, specifically the preamble section of 10.01.1. They are also proposing to add a new roman numeral section to the clause (vii), instead of amending (v)</i></p>	<p>Fair distribution and equity hiring for tickets</p>	<p>(v) Preference will be given to applicants in their upper years (year 4 and up) with least prior experience as a ticketed course director. Units may establish their own eligibility criteria with respect to year or years of program and/or progress toward completion; any such criteria will be communicated by the Unit to potential applicants.</p> <p>(vi) A minimum of two ticketed courses directorships will be made available to each faculty to ensure the equitable availability of ticketed course directorship among those faculties.</p> <p>(vii) Every collective agreement year, the Employer shall appoint a minimum of 50% of the ticketed course directorships to qualified candidates who identify with one or more of the five employment equity groups (i.e., Aboriginal people, persons with disabilities, visible minorities, women and LGBTQ+ individuals). Preference will be given to qualified applicants in their upper year of Ph.D. (year 4 and up) who are eligible for Unit 1</p>	<p>10.01.1 The parties recognize that the employer wishes to provide teaching opportunities for full-time graduate students. Such students will normally be employed in tutor 1, tutor 2, tutor 3, tutor 4, tutor 6, tutor 7, or writing instructor positions. However, the employer reserves the right to appoint such students to no more than fifty fifty-five (55) type one full course director positions (not including any course director positions to which full-time graduate students are appointed when there have been no suitably qualified candidates with applicable prior experience in Unit 2 for course director positions originally posted in Unit 2) during any twelve-month period ending 31 August. Further, the employer reserves the right to appoint such students to an as yet undetermined number of additional positions in the Faculty of Education which will be based on the number of "not new" course director positions in the faculty, subject to a process to be worked out between the parties via the Labour/Management Committee. In the event that either the Faculty of Environmental Studies or the Faculty of Education does not use all of their allotted positions, they will not be transferable to, nor can they be borrowed by, other Faculties. In identifying courses to</p>

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
	<i>like we proposed.</i>		<p>work and have not previously held a ticketed course or with the least prior experience as a ticketed course director. In the fulfillment of the 50% equity provision, the Employer must prioritize equity over the Ph.D. year. As individuals experience the effects of belonging to one or more of these categories simultaneously, the Employer shall make appointments in accordance with the principle of intersectionality (e.g., the Employer shall prioritize the appointment of an individual identifying with two or more of the designated groups over the appointment of an individual identifying with one of the groups). This is consistent with the Ontario Human Rights Commission’s approach that accounts for both people’s multiple lived realities and the social context of discrimination. Intersectional employment equity data for the bargaining unit will be used as a guide.</p> <p>(vii) A minimum of two ticketed course directorships shall be allocated to each faculty with employees represented by CUPE 3903 to ensure equitable distribution of ticketed directorships across faculties.</p>	<p>be made available as ticketed course opportunities, hiring units will give first consideration to courses that were not taught by an employee in the Unit 2 bargaining unit in the immediately preceding contract year.</p> <p>[...]</p> <p>(vi) A minimum of two ticketed courses directorships will be made available to each faculty to ensure the equitable availability of ticketed course directorship among those faculties who may wish to use ticketed courses_directorships.</p> <p>(vii) For each faculty utilizing ticketed course directorships for a period from September 1 to August 31, 50% of the ticketed course directorships must be prioritized for qualified candidates who self-identify as being from one or more of the Equity Groups. As among qualified candidates from Equity Groups, individuals who self-identify as being from two or more Equity Groups will be further prioritized to be awarded the position. Where there are no qualified candidates for a ticketed course directorship from among the prioritized course directorships from an Equity Group, the position will be awarded in the normal fashion as set out on this Article.</p>
44	U1 4.03.1 (v) U2 4.03.1 (v) U3 4.03.1 (v) <i>The Employer is proposing changes that go beyond our proposal, including changes to the previous roman numeral (iv).</i>	Sexual Violence Training	<p>The Employer shall 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.</p>	<p>(iv) to continue to sponsor educational programs mounted by the Centre for Human Rights, Equity and Inclusion for the University community with a view to developing a mandatory program including sexual harassment and sexual assault (sexual violence); and</p> <p>(v) to provide sexual violence training through the Centre for Sexual Violence Response, Support and Education, with such training to be paid for in accordance with Article 10.02.2(ii);</p>

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
45	U1 10.02.2 (iii) U2 10.04.5 U3 15.03 <i>The Employer wants to amend more sections than the ones in the union proposal; specifically, amending (ii) instead of adding (iii) for additional training.</i> <i>For U1, they also want to amend the workload form (Appendix A)</i>	Paid Equity Training	iii) The Employer shall allocate 10 hours per term to mandatory training under the <i>Accessibility for Ontarians with Disabilities Act</i>, the <i>Occupational Health and Safety Act</i>, and any other anti-violence, anti-harassment or anti-discrimination training agreed to between the Employer and CUPE 3903.	(ii) Any employer-required training or orientation of fewer than ten hours, or fewer than fifteen hours in the case of a first appointment as an employee of York University , shall be included in the hours specified in Article 10.02.1 and normally shall take place during the period of time that the employee holds the position. Such training may include up to five (5) hours of mandatory Occupational Health and Safety and AODA training, and Sexual Violence training. Any employer-required training or orientation of more than ten hours shall be reimbursed for those hours beyond ten hours, at the Overwork Rate. Where the employer is requiring that an employee attend training or orientation the employee will be provided with timely, advance notice. APPENDIX A: Training (Up to 10 hours which may include up to 5 hours for mandatory Occupational Health and Safety and AODA, and sexual violence training) Training for a first-time employee of York University (up to an additional 5 hours)
46	U1 APPENDIX F <i>See separate document at the end</i>	Revising the blanket application form	NAME: surname name & pronouns legal given name	NAME: surname given name & pronouns
47	U1 U2 U3	Definitional clause for intersectionality	Reserve	For the purposes of the Collective Agreement, Intersectionality is defined as the classification of self-identification information for employment equity purposes, considering combinations of two or more of the equity groups.
48	U1 22.02 U2 22.02 U3 14.02	Collection of Identity disaggregated	The Employer undertakes in consultation with the union to provide the union with information pertinent to the operations of the University and relevant to the	The Employer undertakes in consultation with the union to provide the union with information pertinent to the operations of the University and relevant to the

EQUITY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
		data for purpose of employment equity analysis.	<p>bargaining unit, including, but not limited to, the following:</p> <p>(i) The electronic transfer, updated by 1 November each year, for current fall/winter appointments, by 1 March each year for winter appointments, and by 1 July each year for summer appointments and with intermittent updates, as practicable, of a dataset of contracts of bargaining unit members since 1 May 1983, containing the following information for each contract:</p> <p>payroll number name address (as contained on the Payroll file) telephone number (as available on the Payroll file) Email address sex gender identify as LGBTQ2+ identify as Racialized identify as Indigenous identify as a person with Disabilities date of birth (when available) faculty department starting pay date ending pay date category of appointment position code number of assignments or hours salary paid vacation pay additional amount Names of employees who participate in the Pension Plan</p> <p>The parties agree to convert the dataset to a format which can be used by the Union, and the necessary costs of converting the dataset to a format which can be used by the Union and will be shared by the parties.</p>	<p>bargaining unit, including, but not limited to, the following:</p> <p>(i) The electronic transfer, updated by 1 November each year, for current fall/winter appointments, by 1 March each year for winter appointments, and by 1 July each year for summer appointments and with intermittent updates, as practicable, of a dataset of contracts of bargaining unit members since 1 May 1983, containing the following information for each contract:</p>

EQUITY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
			<p>(ii) The electronic transfer, updated by 1 November, 1 March, and 1 July each year and with intermittent updates, as practicable, of a dataset of program and enrolment information of all bargaining unit members, containing the following information for each member with student status:</p> <p>SISID (student number) Name Address (as available in SIS file) Telephone number (as available in SIS file) Email address(es) (as available in SIS file) Study session Candidacy level (year of study) Program faculty Academic qualification(s) Subject Program</p> <p>(iii) (iii) Information which the Employer is obligated to provide by other articles of this agreement. Articles which require the regular transfer of information are: 3.03, 4.04, 10.01.2, 10.02.4 (i) and (ii), 10.18(iv), 11.01.3, 11.06, 12.06, 16.07, and 22.02 (i) and (iv).</p> <p>(iii) (iv) Upon written request from the union, and within a reasonable period of time, additional information pertaining to the operations of the University and relevant to the bargaining unit, and of the sort normally made available to the union, provided that:</p> <p>(a) the employer shall not be required to prepare reports or analyses of data not normally prepared in the course of the University's operations or that cannot be provided by the making of minor modifications in reports normally prepared;</p> <p>(b) the employer shall not be required to supply information which is deemed by the employer to be confidential with respect to the employer's formulation</p>	

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#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 -18)
			of its own position on interpretation or renegotiation of this agreement or subsequent agreements. (iv) Further, the employer agrees to provide to the union, within one month of the start of each academic session, a list of available telephone numbers of members of the bargaining unit appointed to that session.	
		Definitional language to list employment equity categories	N/A	<p>For the purposes of the Collective Agreement, Equity Groups are defined as:</p> <p>(i) Federal Contractor Program (FCP) Equity Groups: women, visible minorities (racialized groups), Aboriginal persons (Indigenous), and persons with disabilities;</p> <p>and,</p> <p>(ii) LGBTQ2</p> <p>Employees may self-identify as being from one or more equity groups using procedures established by the Employer for the purposes of such self-identification.</p>
		Use of more inclusive terminology	N/A	The renewal collective agreement will be amended to reflect LGBTQ2 throughout.
		Use of gender-neutral pronouns	N/A	The renewal collective agreement will be amended to adopt the use of the gender neutral and inclusive pronoun “they” throughout.

HEALTH AND SAFETY

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
49	U1 17.22 U2 17.24 U3 16.21	NEW: Quarantine/ Self-Isolation	<p>The Employer shall grant an employee paid leave at full salary, up to the equivalent of the prescribed leave of her Appointment Contracts, if the employee is not able to perform the duties of her position,</p> <p>(a) because of an order of a public health authority that applies to the employee;</p> <p>(b) because the employee is under individual medical investigation, supervision, or treatment related to an infectious disease;</p> <p>(c) because the employee is in quarantine or isolation or is subject to a control measure (which may include, but is not limited to, self-isolation), and the quarantine, isolation or control measure was implemented as a result of information or directions related to an infectious disease issued to the public, in whole or in part, or to one or more individuals, by a public health official, a qualified health practitioner, Telehealth Ontario, the Government of Ontario, the Government of Canada, a municipal council or a board of health, whether through print, electronic, broadcast or other means;</p> <p>(d) because the employee is providing care or support to an individual referred to in (U1 17.22.1, U2 17.24.1, U3 16.21.1) because of a matter related to an infectious disease that concerns that individual, including, but not limited to, school or daycare closures; or</p> <p>(e) because the employee is directly affected by travel restrictions related to an infectious disease and, under the circumstances, cannot reasonably be expected to travel back to Ontario.</p>	
50	U1 17.22.1 U2 17.24.1 U3 16.21.1	NEW: Quarantine/ Self-Isolation	<p>Subclause (d) above applies with respect to any individual for whom the member has care responsibilities.</p>	

UNION RIGHTS

#	Article #	Change	Union Proposal (Dec 22)	Employer Counter (Feb 16 - 18)
51	U1 15.09.1 U2 15.08.01 U3 11.05.03	Increase Executive Service Funding	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 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 Committee as seen fit by the Union.	

PRESENT COURSE OF STUDY:

Masters Ph.D.

Entry Date:

Year of Study:

Graduate Supervisor:

If applying for summer employment, are you a visa student?

PRIORITY POOL STATUS:

Number of years (including current year)

a full-time Ph.D. candidate:

TA assignments held at York while:

a Masters candidate:

PREVIOUS TEACHING ASSISTANTSHIPS AT YORK:

(Including any currently held.)

Faculty/Course #/Title
(e.g. LAPS/HIST2510/Canadian History)

Year
(e.g. 2013-14)

Study Level
(e.g. Ph.D. I)

EDUCATION: (Begin with current.)

Degree & Discipline

University

Date Completed/In Progress

TITLES OF COMPLETED, OR IN PROGRESS, HONOUR, MASTERS AND/OR PH.D. THESES:

PUBLICATIONS:

CURRENT RESEARCH:

RELEVANT GRADUATE LEVEL COURSE WORK:

RELATED WORK OR ACADEMIC EXPERIENCE:

Employment Equity (completion of this section is voluntary):

The information below is important for the CUPE 3903 Joint Employment Equity Committee. A high response rate is critical to the ongoing development of the CUPE 3903 Employment Equity Plan. We ask that you please self-identify by checking one or more of the boxes below and submit it to the departmental administrative assistant. Please note that in order for this information to be useful we need you to include your Employee Number.

Employee Number _____

<p>A. Visible minorities (racialized) are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.</p> <p>Based on this definition, are you a visible minority (racialized)? Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>If yes, you are invited to check all that apply:</p> <p><input type="checkbox"/> Arab</p> <p><input type="checkbox"/> Black (e.g., African, American, Canadian Caribbean)</p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Filipino</p> <p><input type="checkbox"/> Japanese</p> <p><input type="checkbox"/> Korean</p> <p><input type="checkbox"/> Non-White Latin American (including indigenous persons from Central and South America)</p> <p><input type="checkbox"/> Non-White West Asian (e.g., Iranian, Lebanese, Afghan)</p> <p><input type="checkbox"/> South Asian/East Indian (e.g., Bangladeshi, Pakistani, Indian from India, East Indian from Guyana, Trinidadian, Sri Lankan, East African)</p> <p><input type="checkbox"/> South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)</p>	
<p>B. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:</p> <p>a) consider themselves to be disadvantaged in employment by reason of that impairment, or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.</p> <p>Based on this definition, are you a person with a disability? Yes <input type="checkbox"/> No <input type="checkbox"/></p>	
<p>C. An Aboriginal (Indigenous) person is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.</p> <p>Based on this definition, are you an Aboriginal (indigenous) person? Yes <input type="checkbox"/> No <input type="checkbox"/></p>	

<p>D. What is your gender identity?</p> <p><input type="checkbox"/> Man <input type="checkbox"/> Woman <input type="checkbox"/> Trans* <input type="checkbox"/> Gender Non-conforming</p> <p>Trans* includes, for example trans, transgender, transsexual, genderqueer, two-spirit, trans woman, trans man, non-binary</p>
<p>E. LGBTQ2 is an umbrella term for persons who identify, for example as, lesbian, gay, bisexual, transgender, two-spirited, genderqueer, questioning, or who otherwise express gender or sexual diversity. Do you identify as LGBTQ2?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>*Trans includes, for example trans, transgender, transsexual, gender queer, two-spirit, trans woman, trans man, non-binary</p>
<p>F. If under representation in certain designated groups is found, we will conduct focus group sessions to gain more information about potential barriers to employment. This will assist us in creating a work environment where every employee feels valued, respected and supported in achieving their career goals.</p> <p>May the Employment Equity Officer contact you to participate in focus groups?</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>G. <input type="checkbox"/> I choose not to complete the self-identification survey at this time.</p>

NOTE: If you are a person with a disability and wish to discuss workplace accommodation please contact the University's Employee Well Being Office:

<http://www.yorku.ca/hr/units/employeerelations/ewb.html>

RECEIPT OF APPLICATION
from
YORK UNIVERSITY

DATE:

FACULTY:

DEPARTMENT/DIVISION:

This is to acknowledge receipt of _____'s blanket/specific (circle one) application form. Please note that the blanket application applies to all positions in this Unit for all academic sessions, which commence during the twelve months following January 31.

Signed:

Revised: June 2020

