

**UNIT 3: PROPOSAL**

*Corresponds to Proposals 10, 11 and 34 in the CUPE 3903 March 10 Proposal Package, and CUPE Policy Grievance dated August 13, 2020*

There are four elements to this proposal which the Employer is providing to CUPE 3903 Unit 3; i.e., in order for there to be an agreement on any one element of the package there must be an agreement on all four. The four elements are as follows:

1. Revised Letter of Understanding (LOU) – Graduate Assistant Training Fund and Graduate Assistant Assignment Protocol to extend the GAT Fund for the second and third year of the collective agreement (September 1, 2021 to August 31, 2023). See Appendix A below.
2. An amount equivalent to any funds allocated to the GAT Funds for the 2017-20 Collective Agreement that were not spent for the intended purpose of incenting GA positions will be restored to the GAT Fund for future use in accordance with the proposed LOU set out below.
3. CUPE 3903 Unit 3's collective bargaining proposals numbers 10, 11 and 37, of December 14, 2020 will be withdrawn in connection with agreement to the LOU below.
4. The CUPE 3903 Unit 3 policy grievance of August 13, 2020 will be withdrawn on a without prejudice and without precedent basis.

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**APPENDIX A**

*NOTE: **BLUE TEXT** REFLECT CHANGES AS BETWEEN THE UNIVERSITY'S FEBRUARY 18 AND MARCH 23, 2021 PROPOSALS*

**LETTER OF UNDERSTANDING – GRADUATE ASSISTANT TRAINING FUND AND GRADUATE ASSISTANT ASSIGNMENT PROTOCOL**

1. The University will implement a Graduate Assistant Assignment Protocol that will support the incentivization of research at the University and the provision of high-quality training opportunities in research for graduate students.
2. In order to provide the amount of funding set out at Paragraph 3 below, in each of the years September 1, 2021 to August 31, 2022 and September 1, 2022 to August 31, 2023, the amount of \$80,000 will be transferred from the Graduate Assistant Bursary Fund to the Graduate Assistant Training Fund, thus reducing the Graduate Assistant Bursary Fund by \$80,000.
3. Under a 2-year program from September 1, 2018 to August 31, 2020 In each of the

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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~~\$160,000 which will be made up of \$80,000 transferred from the Graduate Assistant Bursary Fund plus an additional \$80,000. Up to 40 individual allocations under this fund will be provided to PIs per contract year with a value of ~~\$X,000.00~~\$4,000 each.

~~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.~~

4. In order to be provided with GAT Funds a PI must:
  - a. Be in receipt of external research funding;
  - b. Commit to hiring a Graduate Assistant in order to have GAT Funds provisionally identified for their use; and
  - c. Have executed a contract for a Graduate Assistant in order to receive the GAT Funds.

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 commencing with the end of the Fall term 2021.

5. The GAT Fund shall be administered by the Faculty of Graduate Studies and the Faculty Relations Office ~~Office of the VPR~~ 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.

~~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.~~

~~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.~~

6. Where a full-time graduate student is hired as a Graduate Assistant using GAT Fund incentive money provided for through this Letter of Understanding this will be deemed to be employment in connection with financial assistance from the

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University and accordingly the employee will be deemed to be in the CUPE 3903 Unit 3 bargaining unit.

7. In each of the years September 1, 2021 to August 31, 2022 and September 1, 2022 to August 31, 2023 the parties may agree to increase the value of each individual incentive (i.e., above \$4,000) using unspent GAT Funds from previous years, including from the 2017-20 collective agreement.
8. This Letter of Understanding shall be placed in the 2020-23 collective agreement booklet and shall form part of the 2020-23 collective agreement. It will expire with the expiration of the 2020-23 collective agreement and shall be removed from the collective agreement booklet for the subsequent renewal collective agreement unless this Letter of Understanding is renewed by the parties.