

All Units, Funds Proposals

#	Article #	Topic	Proposal
1	U1 15.13.4 U2 15.12.4 U3 15.09.3	Childcare Fund	Effective September 1, 2023, and every 12 months thereafter, the Employer will contribute to the Childcare Fund annually. The Employer's contribution will be \$325,000 effective September 1, 2023, \$332,000 effective September 1, 2024, and \$339,000 effective September 1, 2025. Allocations from the Fund will be made by the Union. An Annual Report on the disbursement of monies shall be submitted in writing by the Union to the Office of Faculty Relations through the Labour/Management Committee by no later than September 30th of each year.
2	U1 15.16 U2 15.19 U3 19	Professional Development Fund	The Employer will contribute to this fund \$178,000 effective September 1, 2023, \$181,000 effective September 1, 2024, and \$185,000 effective September 1, 2025.
3	U1 15.27 U2 15.30 U3 22	CUPE 3903 Benefits Fund A.K.A. Extended Health Benefits Fund	Effective September 1, 2023, and every 12 months thereafter, the Employer agrees to contribute an amount to assist CUPE 3903 to fund and administer its own plan or arrangement for benefits not covered by the collective agreement. The amount contributed by the Employer is \$590,000 effective September 1, 2023, \$602,000 effective September 1, 2024, and \$615,000 effective September 1, 2025. Allocations from the Fund will be made by the Union. An Annual Report on the disbursement of monies shall be submitted in writing by the Union to the Office of Faculty Relations through the Labour/Management Committee by no later than September 30th of each year.
4	U1 15.29 U2 15.25 U3 26	Sexual Violence Survivor Fund A.K.A. Sexual Assault Survivor's	Effective September 1, 2023, and each September 1 thereafter, the Employer will provide to CUPE 3903's Trans Feminist Action Caucus a total amount of \$70,000 to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence.

		Support Fund (SASSF)	
5	U1 20 U2 20.1 U3 18	Ways and Means Fund	The Employer will contribute to this fund \$340,000 effective September 1, 2023, \$348,000 effective September 1, 2024, and \$355,000 effective September 1, 2025.
6		Trans Fund	Effective September 1, 2023, \$60,000 will be allocated to this Fund annually. Allocations from the Fund will be made by the Union based upon pre-established and posted guidelines.
5	U1 15.22 U2 15.24 U3 25	Equity Fund	In each year of the collective agreement monies will be allocated to this Fund to be used as matching funds for a CUPE 3903 Employment Equity Officer. The allocation to this fund will be \$12,000 effective September 1, 2023, \$12,000 effective September 1, 2024, and \$12,500 effective September 1, 2025. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.