

CUPE 3903 Bargaining Proposals, 2023 (2023–26 Collective Agreements)

These proposals are tabled without prejudice to the Union’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations, and the Union’s interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed any article or provision expiring during the life of 2017-2020 Collective Agreement is hereby renewed.

Guide to changes:

New language, with respect to the 2020-2023 CA

Language to be replaced by updated language/data {!}

New language, with respect to the previous pass of the party {!}

~~Language that has been removed, with respect to the 2020–2023 CA~~

~~Language that has been removed, with respect to the previous pass of the party {!}~~

Proposals pending approval of from members membership at a GMM or presentation to the Employer appear in a coloured box

NOTE: The {!} symbol follows the Universal Design for Learning principle of adding a visual/text marker in addition to colour changes for accessibility. It is not part of the text of proposed changes.

EQUITY..... 1

WAGES, BENEFITS AND FUNDS..... 10

UNION RIGHTS..... 19

UNIT 1 PROPOSALS..... 22

UNIT 2 PROPOSALS..... 22

UNIT 3 PROPOSALS..... 22

EQUITY					
Pro pos al #	UNIT Article # Title	CA Language 2020–23	Description of Changes and/or Rationale	CUPE Latest Proposal (Drafts pending membership approval or Approved by members but not yet presented to ER are noted as such)	ER Latest Proposal
1.	ALL UNITS 5.03.1 (f) Employment	(f) Pursuant to its mandate, the Employment Equity Committee may have regard to other sources of external data to review representation thresholds, including the General Workforce Population Equity Group Data in Article 5.03.3(d).1	Update data in footnote to reflect 2021 census; see also 5.03.4	[July 27, 2023:] Update data (highlighted text) in footnote 1 to reflect 2021 census; see also 5.03.4 [Footnote] 1. The parties acknowledge, solely for the purpose of the deliberations of the Employment Equity Committee, the following	

	<p>Equity Committee</p>	<p>-- [Footnote] 1. The parties acknowledge, solely for the purpose of the deliberations of the Employment Equity Committee, the following current data from reports commissioned by Statistics Canada or from the City of Toronto, provided by the Union, and for the General Workforce Population Equity Groups by Statistics Canada: for Canada as a whole (and for General Workforce Population Equity Groups): a. Women: 50.4% (48.2%) b. Racialized people: 22.3% (21.3%) c. Indigenous Peoples: 4.9% (4.0%) d. Persons with disabilities: 22% (9.1%) e. 2SLGBTQIA+ (Homosexual and Bisexual): 3% for Toronto (and for General Workplace Population Equity Groups): a. Women: 52% (48.7%) b. Racialized people: 52% (48.8%) c. Indigenous Peoples: 1% (0.8%) d. Persons with disabilities: 24.3% e. 2SLGBTQIA+: 4-5% The Employment Equity Committee may obtain additional data particularly with respect to d. and e. above.</p>		<p>current data from reports commissioned by Statistics Canada or from the City of Toronto, provided by the Union, and for the General Workforce Population Equity Groups by Statistics Canada: for Canada as a whole (and for General Workforce Population Equity Groups): a. Women: 50.4% (48.2%) b. Racialized people: 22.3% (21.3%) c. Indigenous Peoples: 4.9% (4.0%) d. Persons with disabilities: 22% (9.1%) e. 2SLGBTQIA+ (Homosexual and Bisexual): 3% for Toronto (and for General Workplace Population Equity Groups): a. Women: 52% (48.7%) b. Racialized people: 52% (48.8%) c. Indigenous Peoples: 1% (0.8%) d. Persons with disabilities: 24.3% e. 2SLGBTQIA+: 4-5% The Employment Equity Committee may obtain additional data particularly with respect to d. and e. above. {}</p>	
<p>2.</p>	<p>ALL UNITS 5.03.4 (a) Underrepresentation</p>	<p>(a) Representation Thresholds Unless otherwise agreed upon and, in order not to interfere with the Employer's FCP obligations, where the representation percentages are not lower than those for the FCP Equity Groups in the External Availability Data for Canada as a whole, underrepresentation shall be understood to mean fewer employees who identify as belonging to one or more of the Equity Groups than the External Availability Data for Toronto. Informed by this understanding of underrepresentation, the representation thresholds for the FCP Equity Groups current as of March 1, 2021 are as</p>	<p>Update to reflect 2021 census, as in 5.03.1. Provide relevant percentages for disabled people.</p>	<p>[July 27, 2023:] (a) Representation Thresholds Unless otherwise agreed upon and, in order not to interfere with the Employer's FCP obligations, where the representation percentages are not lower than those for the FCP Equity Groups in the External Availability Data for Canada as a whole, underrepresentation shall be understood to mean fewer employees who identify as belonging to one or more of the Equity Groups than the External Availability Data for Toronto. Informed by this understanding of underrepresentation, the representation thresholds for the FCP Equity Groups current as of March 1, 2021 {} are as follows:</p>	

		<p>follows: Women: 45.9% Racialized: 30.9% Indigenous: 1.4% Representation data for persons with disabilities is not available either for Toronto or nationally.</p>		<p>Women: 45.9% Racialized: 30.9% Indigenous: 1.4% {!} Representation data for persons with disabilities is not available either for Toronto or nationally. Persons with disabilities: [ADD DATA {!}]</p>	
<p>3.</p>	<p>ALL UNITS 5.0.3.4 (2) Use and Reporting of Data</p>	<p>(2) The Employer will annually report on equity data as follows: (a) By December 1 each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self-identification Representation Data broken down by department and faculty for the most recent consecutive three contract years for which the data is available as of the immediately preceding November 1, per Article 5.03.4(a)(ii). Internal Self-Representation Data will be provided for individual academic units with 10 or more contract faculty members over the reporting period. For academic units with fewer than 10 contract faculty over the reporting period, the University will provide confirmation of whether that unit is below or has met the equity goal of fair representation for Equity Groups. Subject to any contrary recommendation from the Employment Equity Committee that is adopted by the Parties, for academic units with fewer than 10 contract faculty over the reporting period, Self-Representation Data will be provided for the Faculty as a whole, which serves as the basis for determining underrepresentation in these units per Article 5.04.4(b) below. (b) By December 1 of each year, the</p>	<p>Provide salaries in dollar amounts. Calculate employment equity data reports based on both total number of employees who returned the survey and total number of employees in the hiring unit; currently only former is provided.</p>	<p>[July 27, 2023:] (2) The Employer will annually report on equity data as follows: (a) By December 1 each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self-identification Representation Data broken down by department and faculty for the most recent consecutive three contract years for which the data is available as of the immediately preceding November 1, per Article 5.03.4(a)(ii). Internal Self-Representation Data will be provided for individual academic units with 10 or more contract faculty members over the reporting period. For academic units with fewer than 10 contract faculty over the reporting period, the University will provide confirmation of whether that unit is below or has met the equity goal of fair representation for Equity Groups. Subject to any contrary recommendation from the Employment Equity Committee that is adopted by the Parties, for academic units with fewer than 10 contract faculty over the reporting period, Self-Representation Data will be provided for the Faculty as a whole, which serves as the basis for determining underrepresentation in these units per Article 5.04.4(b) below. (b) By December 1 of each year, the Employer will provide to the Employment Equity Committee non-confidential Internal</p>	

		Employer will provide to the Employment Equity Committee non-confidential Internal Self-Representation data correlated with information including number of positions held, position type, and salaries available as of the immediately preceding November 1, per Article 5.03.1(d).		Self-Representation data correlated with information including number of positions held, position type, and salaries (in dollars) available as of the immediately preceding November 1, per Article 5.03.1(d). <u>(c) By December 1 of each year, the Employer will provide to the Employment Equity Committee an employment equity data report drawing on the non-confidential Internal Self-Representation data which will provide intersectionality totals correlated with information including number of positions held, position type, and salaries (in dollars). All such data will be calculated using both the total number of employees who returned the surveys and the total number of employees in CUPE 3903 Unit 2.</u>	
4.	ALL UNITS Unit 1: 17.06, Unit 2: 17.06, Unit 3: 16.08 PAID MATERNITY PARENTAL LEAVE	PAID MATERNITY LEAVE Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a female employee shall be entitled to paid maternity leave of up to seventeen thirty-fifths of the period of their Appointment Contract(s). Requests for Maternity Leave will be made as soon as practicable and normally no later than one month before the intended start-date of the leave.	Change to trans-inclusive , gender-neutral language.	<u>[July 27, 2023:]</u> PAID MATERNITY PARENTAL LEAVE Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a female pregnant employee shall be entitled to paid maternity parental leave of up to seventeen thirty-fifths of the period of their Appointment Contract(s). Requests for Maternity Parental Leave will be made as soon as practicable, and normally no later than one month before the intended start-date of the leave.	
5.	ALL UNITS Unit 1: 17.07, Unit 2: 17.07, Unit 3: 16.09 'PAID CARE-GI	Upon written request, a paid leave of absence of up to twelve thirty-fifths shall be granted to an employee on the occasion of the birth of a child for which s/he is going to accept care-giver responsibility. Where two employees have care-giver responsibility for a new-born child and one is eligible for maternity leave, they may divide the amount of paid maternity and care-giver leave between them.	Change to trans-inclusive , gender-neutral language. Increase length of paid leave to be consistent with Unit 1: 17.06, Unit 2:	<u>[July 27, 2023]</u> Upon written request, a paid leave of absence of up to twelve seventeen thirty-fifths shall be granted to an employee on the occasion of the birth of a child for which they are s/he is going to accept care-giver responsibility. Where two more than one employees have has care-giver responsibility for a new-born child and one is eligible for maternity parental leave, they may divide the amount of paid maternity	

	VER LEAVE		17.06, Unit 3: 16.08.	<u>parental</u> and care-giver leave between them.	
6.	ALL UNITS Unit 1: 17.08, Unit 2: 17.08, Unit 3: 16.10 PAID ADOPTION LEAVE	Upon written request indicating the expected date of adoption of an infant (i.e., less than five years old at the time of adoption), the employee who has the principal responsibility for the care of that child shall be entitled to a paid adoption leave, coincident with the adoption of that child, of up to twelve thirty-fifths of the period of their Appointment Contract(s). Where two employees are assuming joint care-giver responsibility for that child, a maximum of twelve thirty-fifths of paid adoption leave may be shared between them, in which case the portion claimed by each shall be calculated on the Appointment Contract(s) that each holds.	Increase length of paid leave to be consistent with Unit 1: 17.06, Unit 2: 17.06, Unit 3: 16.08.	<i>[July 27, 2023:]</i> Upon written request indicating the expected date of adoption of an infant (i.e., less than five years old at the time of adoption), the employee who has the principal responsibility for the care of that child shall be entitled to a paid adoption leave, coincident with the adoption of that child, of up to twelve <u>seventeen</u> thirty-fifths of the period of their Appointment Contract(s). Where two <u>employees more than one</u> employee are assuming joint care-giver responsibility for that child, a maximum of twelve <u>seventeen</u> thirty-fifths of paid adoption leave may be shared between them, in which case the portion claimed by each shall be calculated on the Appointment Contract(s) that each holds.	
7.	ALL UNITS Unit 1: 17.09, Unit 2: 17.09 CARE-GIVER LEAVE – TIME OFF	Upon written request, the natural mother shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08.	Change to trans-inclusive , gender-neutral language. Increase length of unpaid leave to achieve total of 52 weeks in combination with Unit 1: 17.07, Unit 2: 17.07 OR Unit 1: 17.08, Unit 2: 17.08.	<i>[July 27, 2023:]</i> Upon written request, the natural mother <u>pregnant parent</u> shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty <u>thirty-five</u> weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08	
8.	Unit 3: 16.14 CARE-GIVER LEAVE – TIME	Upon written request, the natural mother shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be	Change to trans-inclusive , gender-neutral language. Increase length of	<i>[July 27, 2023:]</i> Upon written request, the natural mother <u>pregnant parent</u> shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or	

	OFF	entitled to a leave of up to twenty weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08.	unpaid leave to achieve total of 52 weeks in combination with Unit 3: 16.09 OR Unit 3: 16.10.	adopted infant shall be entitled to a leave of up to twenty thirty-five weeks in time off, including the paid portion of leave specified in Articles 16.09 and 16.10.	
9.	UNIT 1 12.03.2 PRIORIT Y POOL (12.03)	12.03.2 A Ph.D. student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation and who, as a result, have not completed their academic requirements shall gain one additional year of priority pool entitlement. (See also Article 15.10.) Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship pursuant to the terms of Article 15.10.	Adding 8th year priority pool extension	[September 22, 2023] 12.03.2 A Ph.D. student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation and who, as a result, have not completed their academic requirements shall gain one two additional year years of priority pool entitlement. (See also Article 15.10.) Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship pursuant to the terms of Article 15.10.	
10.	UNIT 1 15.10 DISABILITY/ILLNESS/INJURY LEAVE <u>EXTENSION OF PROGRAM TIME LIMITS OHRC GROUNDS</u>	15.10 DISABILITY/ILLNESS/INJURY LEAVE A full-time graduate student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation may submit a petition for academic extension for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status). Full and part-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to 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. Such petitions shall be kept confidential. When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student's work.	increasing program extension	[September 22, 2023] 15.10 DISABILITY/ILLNESS/INJURY LEAVE EXTENSION OF PROGRAM TIME LIMITS OHRC GROUNDS A full-time graduate student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation may submit a petition for academic extension for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines (part-time graduate students may submit petitions for part-time status). Full and part-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve twenty-four months beyond the Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean. Such petitions shall be kept confidential. When considering these petitions, the Dean shall review medical certification and statements as to the	

		<p>If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer from the Office of Persons With Disabilities to discuss the petition. If the Dean decides not to grant such a petition, they shall state the reasons for their decision in writing, including the basis upon which they decided that the effect of the illness, injury and/or disability or disabilities 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 and petitions of part-time students which are granted shall be granted for part-time status.</p> <p>Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 12 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship.</p>		<p>effect of the disability or disabilities, illness or injury upon the progress of the student's work. If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer from the Office of Persons With Disabilities to discuss the petition. If the Dean decides not to grant such a petition, they shall state the reasons for their decision in writing, including the basis upon which they decided that the effect of the illness, injury and/or disability or disabilities 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 and petitions of part-time students which are granted shall be granted for part-time status.</p> <p>Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 12 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship.</p>	
11.	<p>UNIT 3 11.06</p> <p>DISABILITY/ILLNESS/INJURY LEAVE EXTENSION OF PROGRAM TIME LIMITS OHRC</p>	<p>11.06 DISABILITY/ILLNESS/INJURY LEAVE A full-time graduate student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation submit a petition for academic extension for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines. Full-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Pro- gramme Directors and</p>	<p>securing funding for each year of a program extension (up to 2 years)</p>	<p><i>[September 22, 2023]</i></p> <p>11.06 DISABILITY/ILLNESS/INJURY LEAVE <u>EXTENSION OF PROGRAM TIME LIMITS OHRC GROUNDS</u> A full-time graduate student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation submit a petition for academic extension for up to a total of twenty-four months beyond the Faculty of Graduate Studies deadlines. Full-time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the</p>	

	<p><u>GROUNDS</u></p>	<p>copied directly to the Dean. Such petitions shall be kept confidential. When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student’s work. If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an Officer from the Office of Persons with Disabilities to discuss the petition. If the Dean decides not to grant such a petition, they shall state the reasons for their decision in writing, including the basis upon which they decided that the effect of the illness, injury, and/or disability or disabilities 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 and petitions of part-time students which are granted shall be granted for part-time status. If a petition for full-time status is granted the individual will be provided with funding at a level equivalent in value to the GAsip which they held in the previous academic year</p>	<p>Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Pro- gramme Directors and copied directly to the Dean. Such petitions shall be kept confidential. When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury upon the progress of the student’s work. If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an Officer from the Office of Persons with Disabilities to discuss the petition. If the Dean decides not to grant such a petition, they shall state the reasons for their decision in writing, including the basis upon which they decided that the effect of the illness, injury, and/or disability or disabilities 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 and petitions of part-time students which are granted shall be granted for part-time status. If a petition for full-time status is granted the individual will be provided with funding at a level equivalent in value to the GAsip which they held in the previous academic year <u>for each year in which an academic extension is granted.</u></p>	
<p>12.</p>	<p>UNIT 3 11.05.4 EXECUTIVE SERVICE</p>	<p>11.05.4 Full time graduate students who have served on the CUPE 3903, CUPE Ontario or CUPE 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 eight to 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 Executive, the Dean of</p>	<p><i>[September 22, 2023]</i> 11.05.4 Full time graduate students who have served on the CUPE 3903, CUPE Ontario or CUPE 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 eight to 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</p>	

		<p>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, they shall state the reasons for their decision in writing to the individual with a copy to the Union. Such a request shall not be unreasonably denied.</p> <p>Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which are granted shall be granted for part-time status. If a petition for full-time status is granted the individual will be provided with funding at a level equivalent in value to the GAsip which they held in the previous academic year.</p>		<p>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, they shall state the reasons for their decision in writing 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 and petitions of part-time students which are granted shall be granted for part-time status. If a petition for full-time status is granted the individual will be provided with funding at a level equivalent in value to the GAsip which they held in the previous academic year.</p>	
13.	<p>Unit 1: 10.01.3</p> <p>Ticketed Courses</p>	<p>The employer shall provide the union with a list of the appointees and the courses to which they are appointed by 31 October of each year and by similarly reasonable dates in other sessions. Included with the list will be a report on the number of applicants and the number of appointees who self-identified as a member of one or more of the designated employment equity groups, a copy of which will be provided to the Joint Labour Management Committee.</p>	<p>Data for ticketed CD positions (new equity provision from last round)</p>	<p><i>[September 22, 2023]</i></p> <p>The employer shall provide the union with a list of the appointees and the courses to which they are appointed by 31 October, <u>1 March, and 30 June</u> of each year and by similarly reasonable dates in other sessions. Included with the list will be a report on the number of applicants and the number of appointees who self-identified as a member of one or more of the designated employment equity groups, <u>including totals by intersectionality for appointees who self-identified as a member of one or more designated employment equity groups,</u> a copy of which will be provided to the <u>CUPE 3903 Equity Officer, the Joint Employment Equity Committee, and the</u> Joint Labour Management Committee.</p>	
14.	<p>ALL UNITS</p> <p>Unit 1: 15.30</p> <p>Unit 2: 15.32</p>	<p>[NEW]</p>	<p>Introduce new funded mentor program</p>	<p><i>[September 22, 2023]</i></p> <p><u>The University will establish a Mentoring Fund, in the amount of \$20,000 per year, to be operated under the aegis of the Union, for the purpose of providing mentoring, professional development opportunities,</u></p>	

	Unit 3: 11.15			<u>and other supports to CUPE 3903 members, with an emphasis on mentoring for members of employment equity groups. The Union will establish a Mentor Committee that will develop the Mentorship Program, and adjudicate the Mentoring Fund. CUPE 3903 members who serve as mentors with the Program shall accrue 0.5 Type 1 APE for every year of service. The Union will report annually on the utilization of the fund to the Labour-Management Committee. Unspent monies in this Fund will carry forward to the subsequent year to a maximum total fund amount of \$30,000 as of September 1 in any year.</u>	
15.	ALL UNITS Unit 1 & 2: 20.01 Unit 3: 18 WAYS & MEANS FUND	In addition, the University will commit to up to \$10,000 being provided to the Fund in each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).	Increase funding for assistive technologies for workplace accommodation	<i>[September 22, 2023]</i> In addition <u>to the above contributions</u> , the University will commit to up to \$10,000 <u>\$25,000</u> being provided to the Fund in each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).	

WAGES, BENEFITS AND FUNDS

	UNITS Article # Title	CA Language 2020–23	Change	CUPE Latest Proposal	ER Latest Proposal
16.	ALL UNITS U1 10.04.1 U2 10.04.1 U3 10.02 SALARY RATES	[NEW]	Increase Wages: Retroactive wage increases for the 2020-2023 CA; Wage Increases for the 2023-2026 CA; Inflation indexation	<i>[August 29, 2023:]</i> <u>In recognition of the fact that Bill 124, enacted by the Ontario government in 2019, placed unconstitutional restrictions on CUPE 3903's right to free collective bargaining in negotiating contracts for the three-year period covering September 1, 2020 to August 31, 2023, all current and former members of the bargaining unit who were members of the bargaining unit during any part of the three-year period from September 1, 2020 to August 31, 2023 shall be entitled, on</u>	

			2025-onward	<p><u>September 1, 2023, to the following retroactive salary increases over and above the 1% increases stipulated in the 2020-2023 collective agreement:</u></p> <p><u>Effective September 1, 2020 and each year thereafter for the life of the 2020–2023 Collective Agreement, salary and authorized replacement rates shall be increased by 6% per year. These wages will be paid retroactively to those who held a contract during the 2020–2023 Collective Agreement.</u></p> <p><u>For the 2023-2026 Collective Agreement, salary and authorized replacement rates shall be increased by 7% effective September 1, 2023 and 7% effective September 1, 2024. Effective September 1, 2025, and every September 1 thereafter, salary and authorized replacement rates for shall be increased by 5% or the CPI for the GTA measured during the 12-month period between July and July, whichever is greater.</u></p>	
17.	ALL UNITS U1 10.14 & 10.18 U2 10.11 & 10.15 U3 10.10 DENTAL PLAN	Benefits Package : \$3,000 maximum per person for each benefit year for all services	Increase dental coverage amount	<u>[August 31, 2023]</u> <u>\$6000 per year coverage for members and dependents</u>	
18.	ALL UNITS U1 10.14 & 10.18 U2 10.11 & 10.15 U3	Benefits Package : 85% coverage of major dental procedures	Add coverage for orthodontics, endodontics, and major dental procedures	<u>[August 31, 2023]</u> <u>100% coverage of orthodontics, endodontics, and major dental procedures for members and dependents</u>	

	10.10 DENTAL PLAN				
19.	ALL UNITS U2 10.13 & 10.15 DRUG AND PARAM EDICAL SERVICE S	<u>Benefits Package</u> : cover 100% of the costs, up to a maximum of \$2,000 per specialty and an overall combined maximum of \$3,000 per person per benefit year for all paramedical specialists	Increase paramedical benefits	[August 31, 2023] \$6000 per year coverage for paramedical services for members and dependents	
20.	ALL UNITS U2 10.13 & 10.15 DRUG AND PARAM EDICAL SERVICE S	<u>Benefits Package</u> : cover 100% of the costs, up to a maximum of \$2,000 per specialty and an overall combined maximum of \$3,000 per person per benefit year for all paramedical specialists	Remove internal cap on paramedical benefits	[August 31, 2023] Remove internal cap on paramedical benefits	
21.	ALL UNITS U1 10.19 U2 [?] U3 [?]		Increase extension of benefits	[August 31, 2023] Benefits extend 9 months after end of last contract	
22.	ALL UNITS	[NEW]	Health, fitness, and wellness initiative	[August 31, 2023] The employer shall provide subsidy to all members for the annual cost membership in an athletic or recreational club or facility or sports league, or subscription, or wellness activity or for the purchase of fitness, health, or wellness equipment and or materials, up to 100% coverage upto a maximum of \$500.	

23.	ALL UNITS U1 15.16 U2 15.19 U3 19 PROFES SIONAL DEVELO PMENT FUND		Increase PDF fund	[August 31, 2023:] 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. {!}	
24.	ALL UNITS U1 15.21 U2 15.23 U3 24.01 TRANS FUND		Increase Trans Fund	[August 31, 2023:] 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. {!}	
25.	ALL UNITS U1 15.27 U2 15.30 U3 22 CUPE 3903 BENEFIT S FUND [A.K.A. Extende d Health Benefits Fund]		Increase extended health benefits fund	[August 31, 2023:] 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.	
26.	ALL UNITS		Increase SASSF	[August 31, 2023:] Effective September 1, 2023, and each September 1 thereafter, the Employer will	

	U1 15.29 U2 15.25 U3 26 SEXUAL VIOLEN CE SURVIV OR FUND (A.K.A. Sexual Assault Survivor 's Support Fund (SASSF))			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. {!}	
27.	ALL UNITS U1 20 U2 20.1 U3 18		Increase Ways and Means Fund	[August 31, 2023:] 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. {!}	
28.	UNIT 1 & 3 U1 10.03.1 REMUN ERATIO N FOR TEACHI NG ASSISTA NTS	U1 10.03.1 REMUNERATION FOR TEACHING ASSISTANTS Effective September 1, 2020 for the first full teaching assistantship in each twelve-month period a grant-in-aid of \$3,992 shall be added to the remuneration so that the total base salary (articulated below in Article 10.04.1) plus grant-in-aid for a full teaching assistantship is \$16,088. Effective September 1, 2021 for the first full teaching assistantship in each twelve-month period a grant-in-aid of \$4,033 shall be added to the remuneration so that the total base salary (articulated below in 10.04.1) plus grant-in-aid for a full teaching assistantship is \$16,249.	Increase Grant-in-Aid (GIA)	[August 29, 2023:] Proposal to increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025). {!}	

		<p>Effective September 1, 2022 for the first full teaching assistantship in each twelve-month period a grant-in-aid of \$4,073 shall be added to the remuneration so that the total base salary (articulated below in 10.04.1) plus grant-in-aid for a full teaching assistantship is \$16,411.</p> <p>A teaching assistant shall be paid the base salary at the rates set out in Article 10.04.1 for any teaching assistantships or fractional teaching assistantships beyond the first full teaching assistantship in each twelve-month period. The grant-in-aid applies only to the first full teaching assistantship (or to fractional teaching assistantships to the total of a first full teaching assistantship) as defined in Article 0.02.1 during each 1 September to 31 August twelve-month period. In the case of a fractional teaching assistantship, the value of the grant-in-aid need not be paid to computer centre advisors unless the position is being used to fulfil the employer's priority pool obligations to the individual.</p>			
29.	<p>US 10.02</p> <p>REMUNERATION FOR GRADUATE ASSISTANTS</p>	<p>REMUNERATION FOR GRADUATE ASSISTANTS</p> <p>Nothing herein is intended to restrict in any way the ability of graduate assistants in the bargaining unit to receive non-employment graduate support (e.g. fellowships, bursaries, awards, scholarships).</p> <p>(a) From September 1, 2020 to August 31, 2021: Employees in the bargaining unit will receive \$11,397 (\$7,475 in wages and \$3,922 grant-in-aid) for a 270-hour graduate assistantship, this amount to be pro-rated for graduate assistantships of more or less than 270 hours.</p>	<p>Increase Grant-in-Aid (GIA)</p>	<p>[August 29, 2023:] Proposal to increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025). {!}</p>	

		<p>(b) From September 1, 2021 to August 31, 2022 Employees in the bargaining unit will receive \$11,511 (\$7,550 in wages and \$3,961 grant-in-aid) for a 270-hour graduate assistantship, this amount to be pro-rated for graduate assistantships of more or less than 270 hours, but in no case shall a graduate assistantship be less than 135 hours.</p> <p>(a) From September 1, 2022 to August 31, 2023 Employees in the bargaining unit will receive \$11,627 (\$7,626 in wages and \$4,001 grant-in-aid) for a 270-hour graduate assistantship, this amount to be pro-rated for graduate assistantships of more or less than 270 hours, but in no case shall a graduate assistantship be less than 135 hours.</p>			
<p>30.</p>	<p>UNIT 1 U1 10.12 GRADU ATE FINANCI AL ASSISTAN C</p>	<p>10.12 GRADUATE FINANCIAL ASSISTANCE Beginning September 1, 2015, all members of the bargaining unit who are visa students shall receive for each term in which they are registered full time and pay fees \$1085 per term. Effective the 2017-18 contract year, this amount will be increased to \$1108, in the 2018-19 contract year to \$1132, and in the 2019-20 contract year to \$1158. In the 2020-2021 contract year this amount will be increased to \$1,170; in the 2021-2022 contract year to \$1,182 and in the 2022-2023 contract year to \$1,194.</p> <p>Beginning September 1, 2015 visa students in the second year of the priority pool or a later year in the priority pool will receive in each term for which they are registered and pay fees \$1295 per term. Effective the 2017-18 contract year, this amount will be increased to \$1322, in the 2018-19 contract year to \$1351, and in the 2019-20 contract year to \$1382. In the 2020-2021 contract year</p>	<p>Increase Graduate Financial Assistance (GFA)</p>	<p>[August 29, 2023:] Proposal to increase Graduate Financial Assistance (GFA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025).{!}</p>	

		<p>this amount will be increased to \$1396; in the 2021-2022 contract year to \$1410 and in the 2022-2023 contract year to \$1424.</p> <p>Beginning September 1, 2016 all other members of the bargaining unit shall receive for each term in which they are registered full-time and pay fees \$649 per term. Effective the 2017-18 contract year, this amount will be increased to \$663, in the 2018-19 contract year to \$678, and in the 2019-20 contract year to \$694. In the 2020-2021 contract year this amount will be increased to \$701; in the 2021-2022 contract year to \$708 and in the 2022-2023 contract year to \$715.</p> <p>Beginning September 1, 2016 all other members of the bargaining unit in the second year of the priority pool or a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$814 per term. Effective the 2017-18 contract year this amount will be increased to \$831, in the 2018-19 contract year to \$849, and in the 2019-20 contract year to \$869. In the contract year this amount will be increased to \$878; in the 2021-2022 contract year to \$887 and in the 2022-2023 contract year to \$896.</p> <p>Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies shall post the Graduate Financial Assistance monies to a student's account by no later than November 1 for the Fall term, March 1 for the Winter term and July 1 for the Summer term.</p>			
31.	UNIT 1 & 3 U1	In recognition of the financial hardships of international students who have been disenfranchised by OHIP, a \$77,000 CUPE	Increase UHIP Fund	[August 29, 2023:] In recognition of the financial hardships of international students who have been	

	15.20 U3 23 UHIP Fund	3903 UHIP Fund will be made available to bargaining unit members for the purpose of offsetting the cost of UHIP. The amount of this fund will be \$77,770 effective September 1, 2020, \$78,548 effective September 1, 2021, and \$79,333 effective September 1, 2022.		disenfranchised by OHIP, a \$77,000 CUPE 3903 UHIP Fund will be made available to bargaining unit members for the purpose of offsetting the cost of UHIP. The amount of this fund will be \$77,770 effective September 1, 2020, \$78,548 effective September 1, 2021, and \$79,333 effective September 1, 2022 \$91,000 effective September 1, 2023, \$93,000 effective September 1, 2024, and \$95,000 effective September 1, 2025.	
32.	UNIT 1 & 3 U1 LOI 7 U3 LOI 5 UHIP Fund for VISA Student s	In recognition of the financial hardships of international students who have been disenfranchised by the Ontario Hospital Insurance Plan, the Faculty of Graduate Studies will guarantee that there will be bursary funding provided to bargaining unit members for the purpose of offsetting the cost of UHIP. The bursary funding will be in addition to the existing 50% bursary provided by the University, and in addition to any other bursary funding for which the student is eligible. Funds available for this bursary will not be less than \$35,000.	Increase UHIP Fund for VISA Students	[August 29, 2023:] In recognition of the financial hardships of international students who have been disenfranchised by the Ontario Hospital Insurance Plan, the Faculty of Graduate Studies will guarantee that there will be bursary funding provided to bargaining unit members for the purpose of offsetting the cost of UHIP. The bursary funding will be in addition to the existing 50% bursary provided by the University, and in addition to any other bursary funding for which the student is eligible. Funds available for this bursary will not be less than \$35,000 \$40,000.	
33.	UNIT 1 U1 15.03 BOOKS/ SUPPLIE S FUND	15.03 BOOKS/SUPPLIES FUND (i) In each year of the collective agreement the Employer will allocate \$8,000 to the Books/Supplies Fund for the purpose of offsetting the cost of books and materials required for the performance of an employee's teaching duties and responsibilities, which are otherwise not provided to the employee.	Increase Books/Supplie s Fund	[August 29, 2023:] 15.03 BOOKS/SUPPLIES FUND (i) In each year of the collective agreement the Employer will allocate \$8,000 \$9200 to the Books/Supplies Fund for the purpose of offsetting the cost of books and materials required for the performance of an employee's teaching duties and	
				UNION RIGHTS which are otherwise not provided to the Employer/Union/Proposal, priorities and procedures for application to, and distribution of, the Fund shall be established by the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.	
Pro pos al #	Units Article # Title	Criteria, priorities and procedures for application to, and distribution of, the Fund shall be established by the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.	Change	UNION RIGHTS which are otherwise not provided to the Employer/Union/Proposal, priorities and procedures for application to, and distribution of, the Fund shall be established by the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.	ER Latest Proposal
37. 38.	ALL UNITS 7.11 ARBITR ATION	[NEW] Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. (ii) If any annual demand on the Fund exceeds \$8,000, any additional monies shall be allocated out of the Ways and Means Fund at the discretion of the Labour/Management Committee.	Add Med-Arb to CA	[August 1, 2023] If mediation-arbitration is requested by the Union, the Union shall, in its notice of intent to proceed to mediation-arbitration, suggest a person to serve as mediator-arbitrator from among a panel of mediator-arbitrators agreed upon by the Employer and CUPE	

				<p><u>3903. Within twenty-one (21) calendar days of the Step 4 decision the mediator-arbitrator will then hold a meeting with the parties involved. The Parties may hold such meetings with or without counsel by mutual agreement.</u></p>	
39.	ALL UNITS 7.12 ARBITR ATION	[NEW]	Add Med-Arb to CA	<p><u>[August 1, 2023]</u></p> <p><u>Each party shall bear the expenses of its representatives, participants, and witnesses and of the preparation and presentation of its own case. The fees and expenses of mediator-arbitrator, the hearing room and any other expenses incidental to the mediation-arbitration hearing shall be borne equally by the Parties. The Parties agree to use University facilities at no cost wherever possible.</u></p>	
40.	ALL UNITS 7.13 ARBITR ATION	[NEW]	Add Med-Arb to CA	<p><u>[August 1, 2023]</u></p> <p><u>The mediator-arbitrator shall have no authority to add to, subtract from, modify, change, alter or ignore in any way the provisions of this agreement or any expressly written amendment or supplement thereto or to extend its duration, unless the Parties have expressly agreed, in writing, to give them specific authority to do so or to make an award which has such effect.</u></p>	
41.	ALL UNITS 7.14 ARBITR ATION	[NEW]	Add Med-Arb to CA	<p><u>[August 1, 2023]</u></p> <p><u>The outcome of the mediation will be one of the following:</u></p> <ul style="list-style-type: none"> <u>(i) No resolution is reached and the Union decides to withdraw the grievance and take no further action.</u> <u>(ii) A resolution is reached, written up and signed by all parties to the mediation. The Employer and each of the parties to the mediation shall receive a copy.</u> 	

				(iii) <u>No resolution is reached through mediation, then the Parties agree that the appointed mediator-arbitrator shall have the authority to fashion a remedy appropriate in the circumstances to resolve the grievance regardless of the form in which the grievance was filed. Such a decision shall be rendered in writing within ten (10) calendar days of the mediation-arbitration hearing.</u>	
42.	ALL UNITS 7.15 ARBITRATION	[NEW]	Add Med-Arb to CA	<i>[August 1, 2023]</i> <u>Should the parties disagree as to the meaning of the mediator-arbitrator's decision, either party may apply to the mediator-arbitrator to reconvene to clarify the decision, which they shall do within five (5) working days</u>	
43.	ALL UNITS 7.16 ARBITRATION	[NEW]	Add Med-Arb to CA	<i>[August 1, 2023]</i> <u>The time limits set out in 7.11 and 7.15 do not apply to Article 4 complaints and grievances filed as per Article 6.20 (Unit 1 & Unit 2) or Article 6.17 (Unit 3), provided that mediation-arbitration is requested by the Union within one year of the conduct complained of or of the employee becoming aware of the occurrence of the circumstances giving rise to the grievance.</u>	
44.	ALL UNITS 7.17 ARBITRATION	[NEW]	Add Med-Arb to CA	<i>[August 1, 2023]</i> <u>Nothing in the University's policies or procedures will limit or otherwise restrict the ability of the Union to pursue matters related to human rights, discrimination or harassment through this Agreement's grievance procedure(s).</u>	
45.	ALL UNITS 8.01.1 DISCIPLI	The employer shall not discipline, suspend or discharge an employee unless there is just cause. In any grievance over disciplinary action, the	Add production of supporting evidence to	<i>[August 1, 2023]</i> The employer shall not discipline, suspend or discharge an employee unless there is just cause. In any grievance over disciplinary	

	NE	burden of proof of just cause lies with the employer.	grievance process	action, the burden of proof of just cause lies with the employer. <u>The employer shall provide the Union with any and all supporting documents that comprise the evidentiary basis of the Article 8 proceeding (subject to the necessary redactions of private information) prior to the first meeting.</u>	
--	----	---	-------------------	---	--

UNIT 1 PROPOSALS

Proposal #	Article # Title	CA Language 2020–23	Change	CUPE Latest Proposal	ER Latest Proposal

UNIT 2 PROPOSALS

Proposal #	Article # Title	CA Language 2020–23	Change	CUPE Latest Proposal	ER Latest Proposal

UNIT 3 PROPOSALS

Proposal #	Article # Title	CA Language 2020–23	Change	CUPE Latest Proposal	ER Latest Proposal
46.	10.02 REMUNERATION FOR GRADUATE ASSISTANTS	Pursuant to Articles 10.08 (GA Financial Assistance) and 10.09 (Summer Assistance) below, eligible employees holding a Graduate Assistantship who are registered full time and pay fees in the Fall, Winter and Summer Terms in the 2019-2020 academic session will receive, in addition to their Graduate Assistantship salary, non-taxable funding up to the amounts set out in the table below.	Clarification of language	<i>[September 27, 2023]</i> <u>10.02.1</u> Pursuant to Articles 10.08 (GA Financial Assistance), 10.09 (Summer Assistance), <u>and Article 20 (GA Bursary Fund)</u> below, eligible employees <u>who are not in the priority pool</u> holding a Graduate Assistantship <u>in any term</u> who are registered full time and pay fees in the Fall, Winter and Summer Terms in the 2019–2020 academic session will	

		[TABLE]		<p>receive, in addition to their Graduate Assistantship salary, non-taxable funding up to the amounts set out in the table below.</p> <p>[TABLE]</p> <p><u>10.02.2 Bargaining unit members who are part of the priority pool (see article 12.03 of the Unit 1 collective agreement) will receive their funding adjustments in equal monthly installments and be refunded to the member's bank account by the 25th of each month.</u></p> <p>[TABLE]</p>	
47.	10.03 POSTING S (Priority for master's students)	[NEW]	Prioritizing hiring of MA students as GAs	<p><i>[September 27, 2023]</i></p> <p><u>The employer commits to prioritize the hiring of qualified Master's students for available GA postings.</u></p>	
48.	10.03 POSTING S	<p>Except as otherwise provided in the Collective Agreement, all positions in Unit 3 shall be electronically posted by the hiring unit on a site accessible to employees and the Union. The following posting deadlines shall apply other than in exceptional circumstances:</p> <p>July 1st for positions scheduled to begin in September; November 1st for positions scheduled to begin in January; and March 1st for positions scheduled to begin in May.</p> <p>GAship postings shall be clearly labelled as Unit 3 and shall identify: (i) the duties, responsibilities and tasks; (ii) reasonable qualifications of the position; (iii) the number of hours of the GAship;</p>	<p>Include total monetary value of the contract in the posting</p>	<p><i>[August 29, 2023]</i></p> <p>Except as otherwise provided in the Collective Agreement, all positions in Unit 3 shall be electronically posted by the hiring unit on a site accessible to employees and the Union. The following posting deadlines shall apply other than in exceptional circumstances:</p> <p>July 1st for positions scheduled to begin in September; November 1st for positions scheduled to begin in January; and March 1st for positions scheduled to begin in May.</p> <p>GAship postings shall be clearly labelled as Unit 3 and shall identify: (i) the duties, responsibilities and tasks; (ii) reasonable qualifications of the position; (iii) the number of hours of the GAship;</p>	

		<p>(iv) the start and end date of the GAship; (v) application deadline;</p> <p>Postings shall indicate whether priority in the assignment of the position will be given to applicants for whom the position will partially or fully satisfy the applicant’s funding commitment from the University.</p> <p>All applicants for these positions must complete an application form and submit a curriculum vitae, if required by the unit, for consideration by each hiring unit in which they seeks a position.</p> <p>All appointments shall be made from among the applicants who meet the qualifications.</p> <p>Hiring Units will make available a common application form or template (hard copy or electronic).</p>		<p>(iv) financial value of the contract: (iv)(v) the start and end date of the GAship; (v)(vi) application deadline;</p> <p>Postings shall indicate whether priority in the assignment of the position will be given to applicants for whom the position will partially or fully satisfy the applicant’s funding commitment from the University.</p> <p>All applicants for these positions must complete an application form and submit a curriculum vitae, if required by the unit, for consideration by each hiring unit in which they seeksseek a position.</p> <p>All appointments shall be made from among the applicants who meet the qualifications.</p> <p>Hiring Units will make available a common application form or template (hard copy or electronic).</p>	
<p>49.</p>	<p>10.3 POSTING S Appendix E</p>	<p>[NEW] X</p>	<p>Added appendix with copy of Offer of Appointment letter</p>	<p><i>[August 29, 2023 See also, copy of Appendix E at bottom]</i></p> <p><u>APPENDIX E GRADUATE ASSISTANTSHIP – OFFER OF APPOINTMENT YORK UNIVERSITY</u></p> <p>Dear : _____ Date: _____</p> <p><u>On behalf of the Dean, I am pleased to offer you an appointment as teaching assistant as outlined below, in:</u></p> <p>Hiring Unit _____ Faculty _____</p> <p>1. Position Title _____ _____ *No. of Assignments/Hours _____</p>	

Article 10.02

Session _____
 Base Total _____
 Vacation Pay _____ **Grant in
 Aid _____

It should be understood that this offer in total consists of full graduate assistantship(s)*

Total Value of All Contracts: _____ .

*The general terms and conditions of your appointment, including salary and provision for cancellation of appointments, are as set out in the current collective agreement between York University and the Canadian Union of Public Employees, Local 3903. In particular please read Article 10.01 for elaboration on your graduate assistantship and hours of work.

If you accept this offer of appointment, please complete, sign, and promptly return the attached copy of this form to me. (Any delay in responding may delay your first salary payment.)

Yours Sincerely,

Chairperson

THIS OFFER IS CONDITIONAL ON FACULTY OF GRADUATE STUDIES APPROVAL AND THE APPOINTEE'S RETENTION OF FULL-TIME GRADUATE STUDENT STATUS AFTER REGISTERING FOR THE SEMESTER IN WHICH THE CONTRACT IS OFFERED.

50. 15.02
 WRITTE
 N OFFER

[August 29, 2023]
 15.02 WRITTEN OFFER OF APPOINTMENT

<p>OF APPOINTMENT NOTICE OF ASSIGNMENT</p>			<p>NOTICE OF ASSIGNMENT</p> <p>When a full-time graduate student is hired for a full graduate assistantship, it is understood that they their will not be required to work more than an average of ten hours per week over the academic session to a total of not more than 270 hours. If a fractional graduate assistantship is assigned, the work requirements shall be adjusted accordingly.</p> <p>Once the graduate program director, normally in conjunction with FGS, has determined the GA appointment, assignment the GA will be notified in writing of the appointment assignment, normally no later than three weeks after the deadline for registration in the relevant term. The notice will include the number of hours, the name of the supervisor and the responsibilities.</p> <p>Anyone assigned to positions three weeks after the deadline for registration will have GA hours proportionally reduced without any reduction in pay.</p> <p><u>15.02.1</u> <u>Appointments shall be made in writing by a letter or letters similar to the "Offer of Appointment" form contained in Appendix E. If the appointee accepts the offer, they shall sign and return it to the hiring unit. A Revenue Canada TD1 form shall be included with the first "Offer of Appointment" sent to an employee for each academic session.</u></p> <p><u>15.02.2</u> <u>(i) When practicable, offers of appointment for the Fall/Winter session will be issued by July 7.</u> <u>(ii) When practicable, offers of appointment for the Winter session will be made by December 1.</u> <u>(iii) When practicable, offers of appointment</u></p>	
---	--	--	--	--

				<u>for the Summer Session will be made by April 1.</u>	
51.	15.05 APPOINTMENT DATES	Appointment dates will normally be effective as of the beginning of the relevant term or terms in which the GA is assigned.	Clarification of language	<i>[September 27, 2023]</i> Appointment dates will normally be effective as of the beginning of the relevant term or terms in which the GA is assigned. <u>Based on the requirements of the position, a half GA'ship may be assigned over more than one term in an academic year. Similarly a full GA'ship may be assigned over more than two terms in an academic year.</u>	
52.	20 GA BURSARY FUND	For 2008-2009 the GA Bursary Fund will be \$235,000 and effective September 1, 2009 it will be increased to \$275,000. The first priority in the allocation of monies from this fund is to assist graduate visa students, on the basis of need, with the payment of UHIP premiums. Disbursement of bursary monies will occur on April 30 of the contract year. The terms of eligibility and criteria will be determined by a committee comprised of two members of the union selected by CUPE, one full-time faculty member selected by the employer, and the Dean of Graduate Studies or designate. The committee will also decide upon the distribution of the bursary based upon the terms of eligibility and criteria of the bursary.	Adding new use for GA bursary fund for members not in the priority pool	<i>[September 27, 2023]</i> For 2008-2009 the GA Bursary Fund will be \$235,000 and effective September 1, 2009 it will be increased to \$275,000. The first priority in the allocation of monies from this fund is to assist graduate visa students, on the basis of need, with the payment of UHIP premiums. Disbursement of bursary monies will occur on April 30 of the contract year. The terms of eligibility and criteria will be determined by a committee comprised of two members of the union selected by CUPE, one full-time faculty member selected by the employer, and the Dean of Graduate Studies or designate. The committee will also decide upon the distribution of the bursary based upon the terms of eligibility and criteria of the bursary. <u>Graduate assistants not in receipt of priority pool funding shall automatically receive \$4000 for a full GA'ship from the GA bursary fund. This amount is prorated for GA'ships of more or less than 270 hours.</u>	

[NEW appendix related to U3 10.02; See Unit 3 section above PROPSAL 50.]

APPENDIX E

GRADUATE ASSISTANTSHIP – OFFER OF APPOINTMENT
YORK UNIVERSITY

Dear : _____ Date: _____

On behalf of the Dean, I am pleased to offer you an appointment as teaching assistant as outlined below, in:

Hiring Unit _____ Faculty _____

1. Position Title _____ *No. of Assignments/Hours _____
Article 10.02

Session _____

Base Total _____

Vacation Pay _____ **Grant in Aid _____

It should be understood that this offer in total consists of full graduate assistantship(s)*

Total Value of All Contracts: _____ .

*The general terms and conditions of your appointment, including salary and provision for cancellation of appointments, are as set out in the current collective agreement between York University and the Canadian Union of Public Employees, Local 3903. In particular please read Article 10.01 for elaboration on your graduate assistantship and hours of work.

If you accept this offer of appointment, please complete, sign, and promptly return the attached copy of this form to me. (Any delay in responding may delay your first salary payment.)

Yours Sincerely, _____
Chairperson

THIS OFFER IS CONDITIONAL ON FACULTY OF GRADUATE STUDIES APPROVAL AND THE APPOINTEE'S RETENTION OF FULL-TIME GRADUATE STUDENT STATUS AFTER REGISTERING FOR THE SEMESTER IN WHICH THE CONTRACT IS OFFERED.