**2024-02-15 CUPE 3903 draft of U2 Experience Credit for Participation 15.10**

*CUPE 3903 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 the 2020–2023 Collective Agreement is hereby renewed.*

***Guide to formatting of text in proposals in this table:***

**New language, with respect to the 2020-2023 Collective Agreement (CA)**

*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~~*

**Notes on the organization of the chart:**

1. The date of the latest version of a proposal presented at the bargaining table is indicated in square brackets in bold, italicized text (e.g., ***[July 31, 2023]***).
2. Occasional clarifying editorial notes within a proposal (that are not part of the proposal) also appear in bold, italicized text within square brackets ***[like this]*** and may be highlighted in yellow for additional clarity.
3. Ellipses within square brackets [...] indicate where existing CA language not affected by a proposal has been left out to save space.

| **Proposal #** | **UNIT Article # Title** | **CA Language 2020–23** | **Change/ Rationale** | **CUPE Latest Proposal** | **ER Latest Proposal** | **Agreed changes signed-off by both parties** |
| --- | --- | --- | --- | --- | --- | --- |
|  | U2  15.10  PARTICIPATION  (also affects  12.07 APPLICABLE PRIOR EXPERIENCE) | 12.07 APPLICABLE PRIOR EXPERIENCE    (iv) Effective September 1, 1997 no employee shall accrue applicable prior experience credits of more than three Type 1 or equivalent positions in any academic year (1 September to 31 August). During the period 1 September 1988 to 1 September 1997 that limit is four. Prior to 1 September 1988 there is no limit.    NOTE: A possible exception will be the addition of Participation credits, depending upon the agreement of the parties.  [...]  15.10 – PARTICIPATION    15.10.1 The Parties agree that the valuable contributions made by CUPE 3903 members be recognized by incorporating them as fully as possible into the decision- making processes of the University.    15.10.2 The Employer agrees to recommend (and to use its best offices to persuade) Senate and the Faculty Councils in which CUPE 3903 Unit 2 members are employed to:    (i) Amend the relevant Senate document(s) to clearly state that part-time faculty are eligible for election to Senate; and    (ii) Establish a process whereby a guaranteed minimum number of Senate seats elected by Faculty Councils will be filled by part-time faculty members. Such minimum will provide significantly greater representation than is the case at present. It will take into account the variation among faculties of their share of elected seats, and the proportion of teaching done by part-time faculty members in the faculty. The recommended minimum will be 25% of elected Faculty Council seats. It is intended that this process will produce its first Senators by August 31, 1993.    15.10.3 The Employer agrees to recommend to (and to use its best efforts to persuade) the appropriate bodies that hiring units in which CUPE 3903 members work include in their Rules of Procedure provisions respecting the participation and privileges of Teaching Assistants and Contract Faculty including, but not limited to:  • attendance as voting members at meetings of the departments in which they are employed;  • service on the appropriate committees of the employing departments.    The employer also agrees to recommend to (and to use its best efforts to persuade) the relevant bodies that consistent rules respecting participation be developed across hiring units (in which CUPE 3903 members have historically done a significant proportion of the work) within a Faculty. It is understood that, in seeking consistency, it is not the intention to reduce the level of participation currently granted in some hiring units to a lowest common denominator.    Where the central administration establishes a Task Force, and the outcome of the deliberations of the Task Force could potentially or is likely to have a significant and direct impact on bargaining unit work, the employer agrees that at least one member of the Task Force will be a bargaining unit member selected from among the members of the bargaining unit who have been regularly employed in such work.  [...]  15.10.5 EXPERIENCE CREDIT FOR PARTICIPATION    (i) The parties agree to develop a protocol for the awarding of APE credit for participation, taking into consideration the degree of such participation both in terms of time commitment involved and difficulty of the tasks performed.    (ii) The parties will consider whether such credit is Cap-exempt in whole or in part | Add protocol for the awarding of APE credit for participation as both parties have previously agreed to do in 15.10.5. | ***[February 15, 2024]***    12.07 APPLICABLE PRIOR EXPERIENCE    [...]  (iv) Effective September 1, 1997 no employee shall accrue applicable prior experience credits of more than three Type 1 or equivalent positions in any academic year (1 September to 31 August). During the period 1 September 1988 to 1 September 1997 that limit is four. Prior to 1 September 1988 there is no limit.    ~~NOTE: A possible exception will be the addition of Participation credits, depending upon the agreement of the parties.~~    *~~(v) Applicable prior experience credit (to a maximum of 1.0 FCE (full-course equivalent)) earned for participation as per 15.10.5 will be exempt from the limit established in 12.07 (iv).~~*    ***Further to the agree-to language above, the Union will withdraw its Policy Grievance with respect to this matter, dated February 3, 2023.***  [...]    15.10 – PARTICIPATION    15.10.1 The Parties agree that the valuable contributions made by CUPE 3903 members be recognized by incorporating them as fully as possible into the decision- making processes of the University.    15.10.2 The Employer agrees to recommend (and to use its best offices to persuade) Senate and the Faculty Councils in which CUPE 3903 Unit 2 members are employed to:    (i) Amend the relevant Senate document(s) to clearly state that **members of the bargaining unit** ~~part-timefaculty~~ are eligible for election to Senate; and    (ii) Establish a process whereby a guaranteed minimum number of Senate seats elected by Faculty Councils will be filled by **members of the bargaining unit** ~~part-time faculty members~~. Such minimum will provide significantly greater representation than is the case at present. It will take into account the variation among faculties of their share of elected seats, and the proportion of teaching done by part-time faculty members in the faculty. The recommended minimum will be 25% of elected Faculty Council seats. It is intended that this process will produce its first Senators by August 31, 1993.    15.10.3 The Employer agrees to recommend to (and to use its best efforts to persuade) the appropriate bodies that hiring units in which CUPE 3903 members work include in their Rules of Procedure provisions respecting the participation and privileges of Teaching Assistants and Contract Faculty including, but not limited to:  • attendance as voting members at meetings of the departments in which they are employed;  • service on the appropriate committees of the employing departments.    The employer also agrees to recommend to (and to use its best efforts to persuade) the relevant bodies that consistent rules respecting participation be developed across hiring units (in which CUPE 3903 members have historically done a significant proportion of the work) within a Faculty. It is understood that, in seeking consistency, it is not the intention to reduce the level of participation currently granted in some hiring units to a lowest common denominator.    Where the central administration establishes a Task Force ***ad hoc committee or working group whose membership includes full-time union-represented faculty employees****,~~or other deliberative body or committee ,~~* and the outcome of the deliberations of the Task Force ***or ad hoc committee or working group*** *~~or other deliberative body or committee~~* could potentially or is likely to have a significant and direct impact on bargaining unit work, the employer agrees that at least one member of the Task Force**/ad hoc committee/working group** *~~or other deliberative body or committee~~*will be a bargaining unit member selected from among the members of the bargaining unit who have been regularly employed in such work. *~~Examples of such recent deliberative bodies include the President’s Community Safety Council, the Advisory Council on Black Inclusion, the Working Group on Individual and Systemic Racism within the Faculty of Health, the Artificial Intelligence and Society Task Force, and the Task Force on Sustainability Research.~~*    ***[delete appendix I]***  [...]  15.10.5 EXPERIENCE CREDIT FOR PARTICIPATION    ~~(i) The parties agree to develop a protocol for the awarding of APE credit for participation, taking into consideration the degree of such participation both in terms of time commitment involved and difficulty of the tasks performed.~~  (ii) ~~The parties will consider whether such credit is Cap-exempt in whole or in part~~    ***In support of their participation as per Article 15.10.3 above, contract faculty employees in the CUPE 3903 Unit 2 bargaining unit who are elected or appointed to a committee of an academic unit or faculty in which they teach, a committee of Senate, or a Task Force or ad hoc committee or working group as may be established by the central administration will receive APE participation credit as follows:***  ***i. Minimum requirement for APE participation credit***  ***A minimum of 20 hours of participation as described above in any one contract year is required to be eligible for APE participation credit.***  ***ii. Value of APE participation credit***  ***20 to 62.5 hours of participation: 1/6 or 0.17 FCE of APE participation credit***  ***Greater than 62.5 hours: 1/3 or 0.33 FCE of APE participation credit.***  ***iii. Article 12.05 (“Cap”) and Article 12.07 (iv) (“annual accrual of APE”)***  ***APE participation credit will be treated the same as other accrued APE in respect of the “cap” pursuant to article 12.05 and the provisions regarding the annual accrual of APE pursuant to Article 12.07 (iv).***  ***iv. Reporting APE participation credit***  ***Contract faculty employees intending to receive APE participation credit for their participation in any contract year will obtain written confirmation of their service, including the hours they are claiming, from the chair of the relevant committee/task force/working group, using the Form set out as Appendix “XX” and will submit their total APE participation credit hours for the contract year, together with written confirmation of their participation from the relevant chair(s), to Faculty Relations and the Union by no later than September 15 immediately following the contract year in question.***  ***The union will inform the Employer of any concerns with respect to the number of hours submitted by the contract faculty employee by September 30. After September 30 and by no later than October 23 the Employer will either approve or indicate if it has concerns with respect to the number of hours submitted by the contract faulty employee.***  ***v. Updating Work Histories to incorporate APE participation credit***  ***On October 30 and June 30, the Employer will update work histories as required to incorporate the APE participation credit that has been submitted since the last work histories update.***  *~~(i) In recognition of their contributions to the governance of the University and to collegial academic and administrative activities, members of the CUPE 3903 Unit 2 bargaining unit will earn Applicable Prior Experience (APE) credit for participation on University committees including but not limited to the following:~~*    *~~a) participation on Senate and subcommittees of Senate;~~*  *~~b) participation on Faculty, School or Departmental Councils and their subcommittees;~~*  *~~c) participation in CUPE 3903 and its subcommittees;~~*  *~~d) participation in joint CUPE/Administration committees and activities~~*  *~~e) participation in the governance and activities of the Research Centres;~~*  *~~f) participation in such units as the Teaching Commons, and advising centres;~~*  *~~g) participation in deliberative and governance bodies of the Colleges;~~*  *~~h) participation in unit or Faculty level academic and administrative committees including but not limited to Executive, Academic Planning, Curriculum, Hiring, Affirmative Action, Program Review Committees, and Tenure and Promotion Committees;~~*  *~~i) participation in University Advisory Committees and Task Forces;~~*  *~~j) service to organizations outside the University which is of an administrative nature, and not part of an employee’s research program, such as serving on review committees for awards, grants, and scholarships;~~*  *~~k) participation in University related development activities;~~*  *~~l) service to the University community in support of Equity, Diversity, and Inclusion (EDI) initiatives and priorities;~~*  *~~m) service to the external community (e.g., service to Aboriginal (Indigenous) communities) demonstrably relevant to the University’s academic priorities.~~*    *~~Service may include both service of a routine administrative nature, as well as service which contributes to the academic goals and governance of an employee’s hiring unit, Faculty, or the University as a whole.~~*    *~~In each contract year, members of the bargaining unit participating in committees as per article 15.10.5 (i) will earn APE credit based largely on the time commitment required by such participation.~~*    *~~In each contract year, participation amounting to less than 62.5 hours of work will count as 0.33 FCE. Participation of more than 62.5 hours will count as 0.67 FCE.~~*    **In recognition of the fact that some committee work involves a higher degree of skill, labour, and/or commitment, participation on some committees may earn members more APE credit than the above guidelines (to a maximum of *~~1.0~~  0.5* FCE per contract year), as determined by the Labour-Management Committee.**    *~~In each contract year, participation on any eligible equity-related committee, task force, or working group will count as 1.0 FCE.~~*    *~~The Labour-Management Committee will determine the number of hours allotted for work on each committee during a contract year. Prior to 1 September 2024, the union members of the LMC will bring to the LMC a non-exhaustive list of committees/working groups and suggested APE equivalents for each. Within four months of the completion and presentation of this list to the LMC, the LMC shall decide on the APE equivalents for each committee. The list will be updated as necessary to include eligible committees and other bodies existing as of but not included in the initial list and/or those created after the list’s approval. Additions to the list of eligible committees / working groups shall not be unreasonably denied.~~*    *~~(iii) Applicable prior experience credits for participation shall be subject to the cap.~~*    *~~(iv) Members of the bargaining unit claiming experience credit for participation will report their participation, including the name of the committee(s), to the Employer electronically.~~*  *~~(v) On October 1 and June 1, the Employer will update the work histories of bargaining unit members who have reported their participation to include the experience credits in reports submitted since the last update and will provide a list of members receiving new experience credit, the committees they received credit for, and the total experience credit each member received.~~* | ***[January 17, 2024]***  12.07 APPLICABLE PRIOR EXPERIENCE    [...]  (iv) Effective September 1, 1997 no employee shall accrue applicable prior experience credits of more than three Type 1 or equivalent positions in any academic year (1 September to 31 August). During the period 1 September 1988 to 1 September 1997 that limit is four. Prior to 1 September 1988 there is no limit.    ~~NOTE: A possible exception will be the addition of Participation credits, depending upon the agreement of the parties.~~  ***Further to the agree-to language above, the Union will withdraw its Policy Grievance with respect to this matter, dated February 3, 2023.***  [...]  15.10 PARTICIPATION  15.10.1 The Parties agree that the valuable contributions made by CUPE 3903 members be recognized by incorporating them as fully as possible into the decision- making processes of the University.  15.10.2 The Employer agrees to recommend (and to use its best offices to persuade) Senate and the Faculty Councils in which CUPE 3903 Unit 2 members are employed to:  (i) Amend the relevant Senate document(s) to clearly state that part-time faculty are eligible for election to Senate; and  (ii) Establish a process whereby a guaranteed minimum number of Senate seats elected by Faculty Councils will be filled by part-time faculty members. Such minimum will provide significantly greater representation than is the case at present. It will take into account the variation among faculties of their share of elected seats, and the proportion of teaching done by part-time faculty members in the faculty. The recommended minimum will be 25% of elected Faculty Council seats. It is intended that this process will produce its first Senators by August 31, 1993.  15.10.3 The Employer agrees to recommend to (and to use its best efforts to persuade) the appropriate bodies that hiring units in which CUPE 3903 members work include in their Rules of Procedure provisions respecting the participation and privileges of Teaching Assistants and Contract Faculty including, but not limited to:  • attendance as voting members at meetings of the departments in which they are employed;  • service on the appropriate committees of the employing departments.  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Where the central administration establishes a Task Force or **ad hoc committee or working group whose membership includes full-time union-represented faculty employees**, and the outcome of the deliberations of the Task Force **or ad hoc committee or working group** could potentially or is likely to have a significant and direct impact on bargaining unit work, the employer agrees that at least one member of the Task Force**/ad hoc committee/working group** will be a bargaining unit member selected from among the members of the bargaining unit who have been regularly employed in such work.  ~~15.10.4 In the contract year 1998-99, The Vice-President (Academic Affairs) will send to each Faculty a copy of the letter attached as Appendix “I” recommending that they consider motions similar to those that were passed by the Faculty of Arts Council concerning the participation of contract faculty.~~  ***[delete appendix I]***  15.10.5 EXPERIENCE CREDIT FOR PARTICIPATION  ~~(i) The parties agree to develop a protocol for the awarding of APE credit for participation, taking into consideration the degree of such participation both in terms of time commitment involved and difficulty of the tasks performed.~~  ~~(ii) The parties will consider whether such credit is Cap-exempt in whole or in part.~~  **In support of their participation as per Article 15.10.3 above, contract faculty employees in the CUPE 3903 Unit 2 bargaining unit who are elected or appointed to a committee of an academic unit in which they teach, a committee of Senate, or a Task Force or ad hoc committee or working group as may be established by the central administration will receive Type 2 APE participation credit as follows:**  **i. Minimum requirement for APE participation credit**  **A minimum of 20 hours of participation as described above in any one contract year is required to be eligible for APE participation credit.**  **ii. Value of APE participation credit**  **20 to 62.5 hours of participation: 1/6 or 0.17 FCE of APE participation credit**  **Greater than 62.5 hours: 1/3 or 0.33 FCE of APE participation credit.**  **iii. Article 12.04.1 (v) (“Cap”) and Article 12.07 (iv) (“annual accrual of APE”)**  **APE participation credit will be treated the same as other accrued APE in respect of the “cap” pursuant to article 12.04.1 (v) and the provisions regarding the annual accrual of APE pursuant to Article 12.07 (iv).**  **iv. 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