**2024-02-15 CUPE 3903 Counter-Proposals on Funds**

*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.

| **UNIT Article # Title** | **CA Language 2020–23** | **Change/ Rationale** | **CUPE Latest Proposal** | **ER Latest Proposal** | **Agreed changes signed-off by both parties** |
| --- | --- | --- | --- | --- | --- |
| ALL UNITS  U1 15.24  U2 15.29  U3  FUND PROTECTION | ***[Unit 1 language]***  There will be no diminution in the per employee amount in the funds listed below during the term of this collective agreement as a result of an increase in the number of employees in the bargaining unit as at October 1, 2020 and October 1, 2021 and October 1, 2022. Growth in the number of employees will be measured on the basis of a two year collective agreement lag using October 1st as the date. For the 2020‑2023 collective agreement, growth in the number of employees will therefore be measured on the basis of the number of employees as of October 1, 2014 In the case of the funds below where such is indicated, the basis on which growth in the number of employees will be measured is the growth in the number of employees who are eligible to use the funds. | Housekeeping; update years | ***[February 15, 2024]***  There will be no diminution in the per employee amount in the funds listed below during the term of this collective agreement as a result of an increase in the number of employees in the bargaining unit as at October 1, 202**3**~~0~~ and October 1, 202**4**~~1~~ and October 1, 202**5**~~2~~. Growth in the number of employees will be measured on the basis of a two year collective agreement lag using October 1st as the date. For the ~~2020‑2023~~ **2023-2026** collective agreement, growth in the number of employees will therefore be measured on the basis of the number of employees as of October 1, 2014. In the case of the funds below where such is indicated, the basis on which growth in the number of employees will be measured is the growth in the number of employees who are eligible to use the funds. |  |  |
| ALL UNITS  U1 20  U2 20.1  U3 18  WAYS & MEANS FUND | ***[Unit 2 language]***  The Employer will pay to the Union $40,245 upon ratification, $42,245 for 2009-2010 and $44,245 for 2010-2011 towards the Union’s Ways and Means Fund, which fund is administered by the Union. Effective September 1, 2014, the Employer will pay to the Union $59,245 towards the Union’s Ways and Means Fund. Effective September 1, 2015, the Employer will pay to the Union $74,245 for each year of the collective agreement.  Effective September 1, 2018 the Employer will contribute $85,000 to this Fund in each  year of the Collective Agreement.  The Employer will contribute to this fund $132,072.07 effective September 1, 2020, $183,514.87 effective September 1, 2021, and $238,342.09 effective September 1, 2022.  Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.  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 Ways and Means Fund; Clarify Language/Housekeeping;  Move Ways and Means Fund to Article 15 for U1 and U2 | ***[February 15, 2024]***  Increase Ways and Means Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. {!}  ---  ~~20.01~~ **15.24**  ~~Upon ratification the employer will pay to the union $40,245 towards the union’s Ways & Means Fund, which fund is administered by the union For 2009‑10, effective September 1, 2009, this amount will be increased to $42,245 and for 2010‑11, effective September 1, 2010, this amount will be increased to $44,245 Effective September 1, 2014, the Employer will pay to the Union $59,245 towards the Union’s Ways and Means Fund Effective September 1, 2015, the Employer will pay to the Union $74,245 for each year of the collective agreement.~~  ~~Effective September 1, 2018 the Employer will contribute $85,000 to this Fund in each year of the Collective Agreement.~~  ~~The Employer will contribute to this fund $132,072 07 effective September 1, 2020, $183,514 87 effective September 1, 2021, and $238,342 09 effective September 1, 2022.~~  **The Employer shall contribute to the Ways and Means fund in each year of the Collective Agreement.**  **Upon ratification of the 2023-26 Collective Agreement the employer will pay to the Union $XX, less the amount of $238,342.09 that was paid to the Union in the fall of 2023, towards the Union’s Ways & Means Fund, administered by the Union. For 2024-25, effective September 1, 2024, this amount will be increased to $YY and for 2025-26, effective September 1, 2025, this amount will be increased to $ZZ, and each year thereafter.**  Allocations from the Fund will be made by the Union An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.  In addition, the Employer will commit up to ~~$10,000~~ **$25,000** 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). | ***[February 2, 2024]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!}  $10,000 from accommodation fund to be put in main fund.  ~~The Employer will pay to the Union $40,245 upon ratification, $42,245 for 2009-2010 and $44,245 for 2010-2011 towards the Union’s Ways and Means Fund, which fund is administered by the Union. Effective September 1, 2014, the Employer will pay to the Union $59,245 towards the Union’s Ways and Means Fund. Effective September 1, 2015, the Employer will pay to the Union $74,245 for each year of the collective agreement.~~  ~~Effective September 1, 2018 the Employer will contribute $85,000 to this Fund in each year of the Collective Agreement.~~  ~~The Employer will contribute to this fund $132,072.07 effective September 1, 2020, $183,514.87 effective September 1, 2021, and $238,342.09 effective September 1, 2022.~~  **Upon ratification of the 2023-26 Collective Agreement the employer will pay to the Union $XX, less the amount of $238,342.09 that was paid to the Union in the fall of 2023, towards the Union’s Ways & Means Fund, administered by the Union. For 2024-25, effective September 1, 2024, this amount will be increased to $YY and for 2025-26, effective September 1, 2025, this amount will be increased to $ZZ, and each year thereafter.**  *~~The Employer will~~* ***~~agrees to~~*** *~~contribute to this fund~~* ***~~the Ways and Means Fund as follows:~~*** *~~$132,072.07 effective September 1, 2020, $183,514.87 effective September 1, 2021, and $238,342.09 effective September 1, 2022.~~*    ***~~$240,726 Effective September 1, 2023,~~***  ***~~$243,134 Effective September 1, 2024,~~***  ***~~$245,565 Effective September 1, 2025, and each September 1 thereafter.~~***  Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.  *~~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).~~* |  |
| ALL UNITS  U1 15.21  U2 15.23  U3 24.01  TRANS FUND | ***[U1 Language]***  Effective September 1, 2011 the $10,000 allocated to this Fund will be increased to $20,000.  Effective September 1, 2014 $30,000 will be allocated  to this Fund. Allocations from the Fund will be made by the Union. Effective September 1, 2018, $40,000 will be allocated to this Fund annually.  Allocations from the Fund will be made by the Union based upon preestablished and posted guidelines.  An annual report on the disbursement of monies shall be submitted in writing  to the Labour/Management Committee. | Increase Trans Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Trans Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. {!}  ---  ~~Effective September 1, 2011 the $10,000 allocated to this Fund will be increased to $20,000.~~  ~~Effective September 1, 2014 $30,000 will be allocated to this Fund.~~  ~~Allocations from the Fund will be made by the Union. Effective September 1, 2018, $40,000 will be allocated to this Fund annually.~~  **The Employer will contribute to the Trans Fund each year of the Collective Agreement. $XX will be allocated to this fund September 1, 2023, $YY effective September 1, 2024, and $ZZ effective September 1, 2025.**  Allocations from the Fund will be made by the Union based upon preestablished and posted guidelines.  An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. |  |  |
| ALL UNITS  U1 15.29  U2 15.26  U3 26  SEXUAL VIOLENCE SURVIVOR FUND  (A.K.A. SASSF) | Effective September 1, 2021, and each September 1 thereafter, the Employer will provide to CUPE 3903’s Trans Feminist Action Caucus a total amount of $50,000 to assist TFAC’s ongoing support of survivors of sexual and/or gender‑based violence. By September 30, 2022 and by each September 30 thereafter, the Union will provide a report to the Office of Faculty Relations through the Labour/ Management Committee indicating the amount of money that was spent in the previous 12‑month period. | Increase Sexual Violence Survivor Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase SASSF by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. {!}  ---  ~~Effective September 1, 2021, and each September 1 thereafter, t~~**T**he Employer will **contribute to the Sexual Violence Survivor Fund in each year of the collective agreement. The Employer will** provide to CUPE 3903’s Trans Feminist Action Caucus a total amount of ~~$50,000~~ ~~to~~ **$XX effective September 1, 2023, $YY effective September 1, 2024, and $ZZ effective September 1, 2025. The purpose of this fund is to** assist TFAC’s ongoing support of survivors of sexual and/or gender‑based violence. By September 30, 2022 and by each September 30 thereafter, the Union will provide a report to the Office of Faculty Relations through the Labour/ Management Committee indicating the amount of money that was spent in the previous 12‑month period. |  |  |
| ALL UNITS  U1 15.13  U2 15.12  U3 15.09  CHILDCARE | ***[from Unit 2 CA language]***  15.12.2 The employer agrees to contribute annually to operating costs of the Student Centre Childcare facility. In each year of the collective agreement, the amount allocated shall be $50,000. By September 30 of each academic year the employer will allocate $50,000 to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  15.12.3 By September 30 of each academic year the employer will allocate $50,000 to the York Co-operative Day Care Centre to be used for subsidies for members of CUPE 3903 who use the services of the facility and who are awaiting approval of their Metropolitan Toronto Social Services subsidy or whose subsidy is inadequate. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  15.12.4 Effective September 1, 2021, and every 12 months thereafter, the Employer agrees to contribute to the Childcare Fund annually. The Employer’s contribution will be $262,600 effective September 1, 2020, $265,226 effective September 1, 2021, and $267,878 effective September 1, 2022. 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. | Increase childcare funding to two on-campus childcare facilities and increase subsidy for union-administered child care fund, which haven’t increased over past 2 CAs (6 years) | ***[October 18, 2023]***  15.12.2 The employer agrees to contribute annually to operating costs of the Student Centre Childcare facility, **known as the Lee Wiggins Childcare Centre**. In each year of the collective agreement, the amount allocated shall be **$75,000**~~$50,000~~. By September 30 of each academic year**,** the employer will allocate **$75,000**~~$50,000~~ to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  15.12.3 By September 30 of each academic year the employer will allocate **$75,000**~~$50,000~~ to the York Co-operative Day Care Centre to be used for subsidies for members of CUPE 3903 who use the services of the facility and who are awaiting approval of their Metropolitan Toronto Social Services subsidy or whose subsidy is inadequate. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  [...]  ***[February 15, 2024]***  Increase Childcare Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. {!}  ---  15.12.4  **The Employer shall contribute to the Childcare fund in each year of the Collective Agreement.** Effective September 1, ~~2021~~**2023**, and every 12 months thereafter, the Employer will contribute to the Childcare Fund annually. The Employer’s contribution will be ~~$262,600 effective September 1, 2020, $265,226 effective September 1, 2021, and $267,878 effective September 1, 2022~~**$XX effective September 1, 2023, $YY effective September 1, 2024, and $ZZ 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.  ***[January 22, 2024]***  15.12.3 The Employer agrees to contribute annually to operating costs of the Student Centre Childcare facility, known as the Lee Wiggins Childcare Centre. In each year of the collective agreement, the amount allocated shall be **$75,000**~~$50,000~~. By September 30 of each academic year**,** the employer will allocate **$75,000**~~$50,000~~ to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  15.12.2 The Employer agrees to contribute annually to operating costs of the Student Centre Childcare facility, known as the Lee Wiggins Childcare Centre. In each year of the collective agreement, the amount allocated shall be **$75,000**~~$50,000~~. By September 30 of each academic year**,** the employer will allocate **$75,000**~~$50,000~~ to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee.  15.09.1 The Employer agrees to contribute annually to operating costs of the Student Centre Childcare facility, known as the Lee Wiggins Childcare Centre. In each year of the collective agreement, the amount allocated shall be **$75,000**~~$50,000~~. By September 30 of each academic year**,** the employer will allocate **$75,000**~~$50,000~~ to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee. | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!}  15.12.2 The Employer agrees to contribute annually to operating costs of the Student Centre Childcare facility**, known as the Lee Wiggins Childcare Centre.** In each year of the collective agreement, the amount allocated shall be $50,000. By September 30 of each academic year the Employer will allocate $50,000 to the Student Centre Childcare to be used for subsidies for members of CUPE 3903 who use the services of the facility. Any remaining amount from the subsidies that goes unused shall be reallocated towards operational costs of the Student Centre Childcare Facility. For 2014-15 only, this subsidy amount shall be $50,000, instead of $40,000. An annual report on the expenditure of this money shall be submitted in writing to the Labour/Management Committee. |  |
| ALL UNITS  U1 15.27  U2 15.30  U3 22  CUPE 3903 BENEFITS FUND  (A.K.A. EXTENDED HEALTH BENEFITS FUND) | ***[U1 Language]***  Effective September 1, 2021, 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 $311,000 effective September 1, 2020, $387,000 effective September 1, 2021, and $472,000 effective September 1, 2022. 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. | Increase CUPE 3903 Benefits Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase CUPE Benefit Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. {!}  ---  ~~Effective September 1, 2021, and every 12 months thereafter, the Employer agrees to contribute an amount~~ **The Employer will contribute to the CUPE Benefits Fund each year of the Collective Agreement** 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 $311,000 effective September 1, 2020, $387,000 effective September 1, 2021, and $472,000 effective September 1, 2022.~~  **$XX will be allocated to this fund September 1, 2023, $YY effective September 1, 2024, and $ZZ 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. | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!} |  |
| ALL UNITS  U1 15.16  U2 15.19  U3 ARTICLE 19  PROFESSIONAL DEVELOPMENT FUND | ***[U2 Language]***  The employer agrees to contribute to the Professional Development Fund $138,370 effective September 1, 2020, $139,754 effective September 1, 2021, and $141,152 effective September 1, 2022. | Increase Professional Development Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Professional Development Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  The employer agrees to contribute to the Professional Development Fund **in each year of the Collective Agreement. Effective September 1, 2023, the contribution shall be $XX. Effective September 1, 2024, the contribution shall be $YY. Effective September 1, 2025, the contribution shall be $ZZ.** ~~$138,370 effective September 1, 2020, $139,754 effective September 1, 2021, and $141,152 effective September 1, 2022.~~ | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!}:  The Employer agrees to contribute to the Professional Development Fund **as follows:** ~~$138,370 effective September 1, 2020, $139,754 effective September 1, 2021, and $141,152 effective September 1, 2022.~~  **$142,564 Effective September 1, 2023,**  **$143,989 Effective September 1, 2024,**  **$145,430 Effective September 1, 2025, and each September 1 thereafter.** |  |
| U1 15.20  U3 23  UHIP FUND | ***[U1 Language]***  In recognition of the financial hardships of international students who have been 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. | Increase UHIP Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase UHIP Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  In recognition of the financial hardships of international students who have been disenfranchised by OHIP, ~~a $77,000~~ **the Employer shall contribute to the** CUPE 3903 UHIP Fund **in each year of the Collective Agreement** ~~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.~~ **Effective September 1, 2023, the amount shall be $XX. Effective September 1, 2024, the amount shall be $YY. Effective September 1, 2025, the amount shall be $ZZ.** | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!} |  |
| U1 LOI 7  U3 LOI 5  UHIP FOR VISA STUDENTS | ***[U1 Language]***  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. |  | ***[February 15, 2024]***  Increase UHIP for Visa Students Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  In recognition of the financial hardships of international students who have been disenfranchised by the Ontario Hospital Insurance Plan, **the Employer shall contribute to the UHIP for Visa Students fund in each year of the Collective Agreement.** **T**~~t~~he 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.~~ **Effective September 1, 2023, the amount shall be $XX. Effective September 1, 2024, the amount shall be $YY. Effective September 1, 2025, the amount shall be $ZZ.** | ***December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!} |  |
| ALL UNITS  U1 15.22  U2 15.24  U3 Article 25  EQUITY FUND | ***[U2 Language]***  In 2005-2006 a new Equity Fund will be established. In each year of the collective agreement $10,000 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 $10,100 effective September 1, 2020, $10,201 effective September 1, 2021, and $10,303 effective September 1, 2022. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. | Increase Equity Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Equity Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  ~~In 2005-2006 a new Equity Fund will be established.~~ In each year of the collective agreement **the Employer shall contribute** ~~$10,000 will be allocated~~ to this Fund to be used as matching funds for a CUPE 3903 Employment Equity Officer. The allocation to this fund will be **$XX effective September 1, 2023, $YY effective September 1, 2024, and $ZZ effective September 1, 2025.** ~~$10,100 effective September 1, 2020, $10,201 effective September 1, 2021, and $10,303 effective September 1, 2022.~~ An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!} |  |
| U1 15.03  BOOKS/SUPPLIES FUND | ***[U1 and U3 Language]***  (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. 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.  (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. | Increase Books/Supplies Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Books/Supplies Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  (i) In each year of the collective agreement the Employer will allocate ~~$8,000~~ **$XX** 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. 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.  (ii) If any annual demand on the Fund exceeds ~~$8,000~~ **$XX**, any additional monies shall be allocated out of the Ways and Means Fund at the discretion of the Labour/Management Committee. |  |  |
| U1 15.03  GRADUATE STUDENT BURSARY FUND | ***[U1 Language]***  The Employer agrees to maintain a fund to assist graduate students. The priorities in the allocation of monies from this fund shall be to assist international students, single support parents and members who incur large uncovered medical expenses, on the basis of need. The Fund shall be administered by a four person committee consisting of two members of the bargaining unit selected by the union, one full-time faculty member selected by the Employer, and the Dean of Graduate Studies or designate, using criteria and procedures approved by the Labour/Management Committee. The amount allocated to the fund shall be $227,250 effective September 1, 2020, $229,523 effective September 1, 2021, and $231,818 effective September 1, 2022.. An annual report on the disbursement of monies shall be submitted to the Labour/Management Committee. | Increase Graduate Student Bursary Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Graduate Student Bursary Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  ~~The Employer agrees to maintain a fund to assist graduate students.~~**The Employer will contribute to the Graduate Bursary Fund each year of the Collective Agreement to assist graduate students.** The amount allocated to the fund shall be ~~$227,250~~ **$XX** effective September 1, ~~2020~~ **2023** ~~$229,523~~  **$YY** effective September 1, ~~2021~~ **2024** and ~~$231,818~~ **$ZZ** effective September 1, ~~2022~~ **2025**. An annual report on the disbursement of monies shall be submitted to the Labour/Management Committee. | ***[December 11, 2023]***  1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years {!} |  |
| U1 15.15  RESEARCH COST FUND | ***[U1 Language]***  The Employer shall maintain a fund to defray research costs incurred by full-time graduate students who hold or have held a position in the bargaining unit. Effective September 1, 2018, the amount allocated to the fund shall be $110,000. Any unexpended monies shall be retained in the fund. All Research Costs grants shall be in varying amounts up to $1,600 per academic year.  The Research Costs Fund shall be administered by a four person committee consisting of two members of the bargaining unit selected by the Union, one full-time faculty member selected by the Employer, and the Dean of Graduate Studies or designate, using criteria and procedures approved by the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. | Increase Research Cost Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Research Cost Fund by 15% in 2023-24, 2.5% in 2024-25, and 2.5% in 2025-6. {!}  ---  **In each year of the collective agreement** ~~The~~ **the** Employer shall maintain a fund to defray research costs incurred by full-time graduate students who hold or have held a position in the bargaining unit. Effective September 1, ~~2023~~ **2024** , the amount allocated to the fund shall be ~~$127,000~~ **$XX**. Any unexpended monies shall be retained in the fund. All Research Costs grants shall be in varying amounts up to ~~$1,600~~ **$YY** per academic year. |  |  |
| U1 15.18  MASTERS BURSARY FUND | ***[U1 Language]***  The CUPE 3903 Masters Bursary Fund will be made available in the summer term for bargaining unit members in masters programs, who are registered full-time in the summer term and have no scholarship or other form of funding (excluding bursaries) from or through the University in that term. The first priority is summer funding, on the basis of need, for those bargaining unit members in multi-year masters programs, who held a full teaching assistantship in the previous fall/winter terms, and will return to the second or third year of full-time study in their masters program in the following fall term. The second priority is summer funding, on the basis of need, for those bargaining unit members in masters programs who will be entering a Ph.D. program at York University in the following fall term.  Disbursement of the bursary will occur on or after June 15th of the contract year. The bursary will be administered by a four person committee consisting of two members selected by the union, one full-time faculty member selected by the employer, and the Dean of Graduate Studies or designate, using procedures approved by the Labour/Management Committee.  In each year of the collective agreement, $107,000 will be allocated to this Fund. | Increase Masters Bursary Fund; Clarify Language/Housekeeping | ***[February 15, 2024]***  Increase Masters Bursary Fund by 20%.  ---  The CUPE 3903 Masters Bursary Fund will be made available in the summer term for bargaining unit members in masters programs, who are registered full-time in the summer term and have no scholarship or other form of funding (excluding bursaries) from or through the University in that term. The first priority is summer funding, on the basis of need, for those bargaining unit members in multi-year masters programs, who held a full teaching assistantship in the previous fall/winter terms, and will return to the second or third year of full-time study in their masters program in the following fall term. The second priority is summer funding, on the basis of need, for those bargaining unit members in masters programs who will be entering a Ph.D. program at York University in the following fall term.  Disbursement of the bursary will occur on or after June 15th of the contract year. The bursary will be administered by a four person committee consisting of two members selected by the union, one full-time faculty member selected by the employer, and the Dean of Graduate Studies or designate, using procedures approved by the Labour/Management Committee.  In each year of the collective agreement, ~~$123,000{!}~~ **$XX** will be allocated to this Fund. |  |  |