Schedule 2: Items Close to Agreement

**March 19, 2024**

(proposals on which we are close and have a reasonable prospect of quickly reaching agreement/compromise)

| **Union Proposal** | **Description** | **Response** | **Notes** |
| --- | --- | --- | --- |
| **ALL UNITS OR MULTI-UNIT** | | | |
| **Employment Equity (EE) Data** (#3)  U1/U2 Article 5.03.4  U3 Article 5.04.4 | Require ER to provide data for calculating underrepresentation of EE groups, including intersectionality totals, based on both self-ID surveys and total employees in bargaining unit | Agree to provide intersectionality totals for up to 2 EE groups (not all 5) and calculations based on both self-ID surveys & total bargaining unit employees BUT underrepresentation to be calculated based on self-ID |  |
| **EE Representation Thresholds** (#5)  U1/U2/U3 [NEW] LoU | Ensure new Stats Can data released during CA will be used to calculate representation thresholds for EE purposes | Mostly agreed, but not to specific wording on EE Committee using new data to recommend improvements to EE initiatives |  |
| **Workplace Accommodations** (#6)  [NEW] U1/U2 Article 5.04  [NEW] U3 Article 5.06  *{movement}* | Empower Employee Well Being–CUPE 3903 Monthly Review committee to review accommodations process under Disability Support Program | Agrees in principle, but instead of including language in the body of CA, proposes a Letter of Agreement (needs to be renewed next CA) |  |
| **Human Rights Code Based Program Extensions**  U1 Article 15.10  U2 Article 15.09  U3 Article 11.06  (#15)  *{denied/NO}* | * Increase program extensions for graduate students who suffer injury or illness from 12 to 24 months * Rename article | * NO to increasing illness/injury extension provision * proposed *eliminating* language on illness/injury extensions * Agreed to renaming article | We cannot agree to concessionary proposal to cut existing protections as ER proposes |
| **Grievance Procedure**  U1/U2/U3 Article 6  (#54)  *{movement}* | * Reduce number of steps from 4 to 3 (incl. Informal Resolution, formerly step 1) * Extend time limits for harassment/discrimination grievances | * Agreed to step reduction (originally proposed 2 steps). * Proposed shortening time for Union to file / respond * No to extended time limits for discrim./harass. |  |
| **Arbitration**  U1/U2/U3 Article 7  (#55)  *{movement}* | * Agree to specify single arbitrator, not board * NO to cutting language of ER conceding grievance if does not respond to arb request in 35 days | * Agree to specify single arbitrator, not a board * Strike language of ER conceding grievance if does not respond to arb request in 35 days |  |
| **UNIT 2** | | | |
| **Mediation-Arbitration on U2 Appointment Grievances**  U2 [NEW] LoU  (#56)  *{movement}* | New mediation-arbitration process for appointment grievances. | Agreed to new process on pilot-project basis | Proposing compromise wording on contested language |
| **Type 2 Workload** (#74)  U2 Article 10.01.1 *[NEW]* | * Limits Type 2 (tutor) workload to 135 hours w/ same conditions as U1 | * Largely agrees to Type 2 workload & form modelled on U1 * Some variations on U1 language | Dropped turnaround time. Will ER agree to same language as U1 CA? |
| **Professional Expense Reimbursement** (#86)  Article 15.21 | Keep increase in fund to $300,000 but drop online PER proposals | * Increase PER to $300,000 but allocations not usable until next year * Inform of PER allocation annually * LoA to set up online PER balances |  |
| **UNIT 3** | | | |
| **Remuneration** (#97)  Article 10.02.6 | Clarification of language |  |  |
| **Letter of Agreement** (#104) | * Open up the application to all faculty members and course directors for 80 individual allocations * Have two calls for an invitation to apply for the GAT Fund | * 40 individual allocations * $2,000 per allocation * One call for application to principal investigators |  |
| **Reorganizing Articles**  Article 10.11 → 27  Article 10.12 → 28 | * Article 10.11 Research Costs Funds to be numbered Article 27 * Article 10.12 Tuition Costs Fund to be numbered Article 28 |  | S/O if ER agrees |