Schedule 4: Items Requiring More Discussion

**March 19, 2024**

| **Union Proposal** | **Description** | **Response** | **Notes** |
| --- | --- | --- | --- |
| **ALL UNITS** | | | |
| **Wages**  U1/U2/U3  (#19) | Increases for both for Bill 124 period, 2020–23, to cover that period’s 15.8% inflation and for the Renewal CA. (Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.)  **Retroactive increase**:   * 2020–21: 4% (5%) * 2021–22: 4% (5%) * 2022–23: 4% (5%)   **Renewal Collective Agreement (CA)**   * 2023–24: 7% * 2024–25: 7% * 2025–26: 5% or CPI increase + * Cost-of-living (CPI) indexation for future wages increases | (Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.)  **Retroactive increase**:   * 2020–21: 0.75% (1.75%) * 2021–22: 0.75% (1.75%) * 2022–23: 2.75% (3.75%)   **Renewal Collective Agreement (CA)**   * 2023–24: 3% * 2024–25: 2.75% * 2025–26: 2.25% |  |
| **Grant-In-Aid**  U1 10.03.1  U3 10.02  (#44) | Increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages   * **Retroactive increases:**   + 2020-21: 4% (5%)   + 2021-22: 4% (5%)   + 2022-23: 4% (5%) * **Renewal CA increase:**   + 2023-24: 7%   + 2024-25: 7%   + 2025-26: 5% (indexed to CPI) | * **Retroactive increases:**   + 2020-21: 0% (1%)   + 2021-22: 0% (1%)   + 2022-23: 0% (1%) * **Renewal CA increases:**   + 2023-24: 3%   + 2024-25: 2.75%   + 2025-26: 2.25% (no indexation) |  |
| **Protection from Technological Change** (#60)  U1/U2 Article 10.5  U3 Article 15.08 | Enhances protection against technological changes affecting bargaining unit work by providing for training, notice, and joint committee to address |  |  |
| **Benefits—ASO Plan** | * Switch Post-Retirement Benefits to the regular ASO plan (U2 Art. 15.27) * Increase per year coverage for paramedical services for members and dependents to $4000 (from $3000) * Increase cap on individual paramedical services to $2600 (from $2000) * Increase vision care coverage to $600 (from $400) every 24 months for members and dependents * Add new 50% coverage for orthodontics * Add new coverage for Hearing Aids (up to $3000) * Increase extension of vision, dental, and drug and paramedical services benefit to 7 months (from 5) after contract |  |  |
| **Childcare** (#34)  U1 Article 15.13  U2 Article 15.12  U3 Article 15.09 | * Increase funding on-campus childcare facilities   + Co-op (operating funds) $50,000→$~~75,000~~ **$65,000**   + Lee Wiggins (operating funds) $50,000→$~~75,000~~ **$65,000**   + Lee Wiggins (members’ subsidies) $50,000→$~~75,000~~ **$65,000** * Increase union-administered childcare fund by ~~30~~**10**% in 2023-24, 5% in 2024-25, and 5% in 2025-6. | 1% increase in childcare fund in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **CUPE 3903 Benefits Fund** (#38)  U1 Article 15.27  U2 Article 15.30  U3 Article 22 | Increase Extended Health Benefits Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **Ways & Means Funds** (#41)  U1 Article 20  U2 Article 20.1  U3 Article 18 | * Increase by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6 * Increase disability accommodations fund from $10,000 to $25,000 | * 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years. * $10,000 from accommodation fund to be put into main fund |  |
| **Fund Protection**  U1 Article 15.24  U2 Article 15.29  U3 Article 21 | Update dates to ensure no diminution of funds during the life of the renewal collective agreements |  |  |
| **Accommodations for members experiencing racial harassment, discrimination, and violence** (#1)  [NEW] Article 4.04 | Add accommodations and supports (related to work, study, housing, and/or extracurricular activities) for racialized members who experience racial discrimination, harassment, and/or violence | NO.  Letter (not part of CA) from Interim Vice-President Equity, People & Culture pointing Union to existing “multiple initiatives, including but not limited to: the Security Services Review, the Framework and Action Plan on Black Inclusion, and the DEDI Strategy” |  |
| **Support For Members Experiencing Racial Discrimination, Harassment, and Violence Fund**  [NEW] U1 Article 15.30  [NEW] U2 Article 15.32  [NEW] U3 Article 27 | ER contributes $50,000/year to new and ongoing union-administered fund to support racialized members experiencing racial discrimination, harassment, and/or violence. | NO.  Letter (not part of CA) from Interim Vice-President Equity, People & Culture pointing Union to existing “multiple initiatives, including but not limited to: the Security Services Review, the Framework and Action Plan on Black Inclusion, and the DEDI Strategy” |  |
| **Executive Service** (#59)  U1 Article 15.09.1  U2 Article 15.08.1  U3 Article 11.05.3 | Increase the ER’s contribution to Executive honoraria from the equivalent of eight to fourteen course directorships to cover increase in size of executive since this was first negotiated. |  |  |
| **Paid Caregiver Leave** (#9)  U1/U2 Article 17.07  U3 Article 16.09 | Increase length of paid leave after birth of child from 12 to 15 weeks, and make pregnancy leave shareable where there is more than one parent employee | * No to increase length * Agree to minor wording change from “two” to “more than one” parent |  |
| **Paid Adoption Leave** (#10)  U1/U2 Article 17.08,  U3 Article 16.10 | * Increase length of paid leave from 12 to 15 weeks, shareable among more than one parent employee, * Use inclusive language (“pregnancy”, not “maternity”; “two” to “more than one” parent) | * No to increase length * Agree to more inclusive language |  |
| **Workplace Accommodations** (#12)  U1/U2 Art. 20.01  U3 Art. 18 | Increase funding (within Ways & Means Fund) for assistive technologies for workplace accommodation from “up to $10,000” to $25,000 | No—instead proposed cutting adding $10,000 into base of Ways & Means Fund  Fund unnecessary;  ER already has legal obligation to accommodate |  |
| **UNIT 1** | | | |
| **Graduate Financial Assistance (GFA)** (#46)  U1 Article 10.12 | 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).   * **Retroactive increases:**   + 2020-21: 4% (5%)   + 2021-22: 4% (5%)   + 2022-23: 4% (5%) * **Renewal CA increase:**   + 2023-24: 7%   + 2024-25: 7%   + 2025-26: 5% (indexed to CPI) | No. University does not consider GFA to be a part of the across-the-board increases being negotiated (despite the fact that GFA has been negotiated in this way in past rounds of bargaining   * **Retroactive increases:**   + 2020-21: 0% (1%)   + 2021-22: 0% (1%)   + 2022-23: 0% (1%) * **Renewal CA increase:**   + 2023-24: 0%   + 2024-25: 0%   + 2025-26: 0% (no indexation) |  |
| **York Fellowship** (#51)  U1 Letter of Agreement: Additional Funding For Priority Pool Members | * Increase York Fellowship for international students (to $10,000) to offset high levels of tuition they pay * Make students in the sixth year of their PhD eligible for the York Fellowship | * No response. |  |
| **EE Data on Ticketed Courses** (#13)  Article 10.01.3 | * Include intersectionality totals for appointees * Fix dates for reporting information to Union to provide it to Equity Officer | * No to intersectionality totals— providing data by multiple EE groups creates privacy breach * Agreed to three fixed dates for reporting EE data on appointees to Equity Officer * Provide data to Equity Officer by specific dates |  |
| **UNIT 2** | | | |
| **Job Stability** (#73)  **1) Sessional Standing Program (CSSP) Guarantee**  Article 12.01.3  **2) Long Service Teaching Appointment (LSTA)**  Letter of Agreement  **3) Conversions**  Article 23.04 (ii)  **4) Transitional Continuing Appointment (TCA)**  LOA TCA → Article 25 [NEW]  **5) Long Service Reward**  LOA TLSP →Article 26 [NEW]  **6) Special Renewal Contract (SRC)**  Memorandum of Settlement | **Job Stability Package**   1. **CSSP**—double compensation (when work drops below ⅔ average) to ½ and ¼ 2. **LSTAs**—21 (incl. 7 equity) divided over years 2–3 of CA 3. **Conversions**—10/year 4. **TCA**—made permanent part of CA to assist members to retire 5. **Long Service Reward** (Severance)—make Time-Limited Severance Program (TLSP) permanent 6. **SRCs**—18 during CA | **Job Stability Program (JSP)**   * Entry requires 1.5 over 3 years (w/1.5 in final year) + assessment of quality of teaching file * Entry at 1 FCE for equity candidates * Teaching guarantee of 2.0 FCE (min) – 3.0 FCE (max) * New intensity “cap” of 3.0 for all new member * Gradual transition to 50% of bargaining unit work into program by 2040   ER: Bargaining on job stability should continue the work of the Joint Job Stability Committee (JSC)  *[offer of March 7, 2024 included transition year before the beginning of the JSP in which Union would get 4 LSTAs & continuation of TLSP; in addition, ER offered 2 conversions in each of the final 2 years of the CA]* |  |
| **Compensation for Restructuring** (#92)  U2 [NEW] Article 27 | Compensates for work lost due to restructuring at rate of ½ average workload over 5 years for anyone w/min 1 Type 1 over 5 years |  |  |
| **Restructuring of Kinesiology Courses (PKIN→IPAL)**  U2 [NEW] Letter of Understanding | Deems current PKIN instructors (i.e., have taught w/in last 36 months, or 48 for equity & Affirmative Action Pool members) qualified for new IPAL courses |  |  |
| **IPAL Team Lecturers**  U2 [NEW] Letter of Intent (LoI) | Classifies IPAL instructors (Kinesiology) as Team Lecturers | No. IPAL instructors continue to be classified as Tutor 2 (type 2). |  |