

#	ARTICLE NUMBER	PRIOR COLLECTIVE AGREEMENT LANGUAGE	PROPOSED CHANGE	NEW PROPOSED COLLECTIVE AGREEMENT LANGUAGE
50	U1 15.04.1, U2 15.03.1	Such authorized replacement is intended to fill short-term emergency staffing needs normally not exceeding one month during the fall/winter session or an equivalent period during any other session.	<p>Ensure authorized replacements are available</p> <p>Nursing-specific language to ensure authorized replacements are available for preceptored courses</p>	<p>S Such authorized replacement is intended to fill short-term emergency staffing needs normally not exceeding one month during the fall/winter session or an equivalent period during any other session. Requests for authorization shall not be unreasonably denied.</p> <p>In the Department of Nursing, employees will be permitted to serve as authorized replacements for preceptored courses when colleagues are unavailable.</p>
60	U2 11.01.3	The qualifications for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted positions, including in cases where tutor positions are posted in Unit 1 and Unit 2.	<p>To limit U2 required qualifications to those asked of Unit 1 members</p> <p>Nursing- specific language added to phase out the onerous and ageist expectations on bargaining unit members</p>	<p>The qualifications for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted positions. All qualifications on Unit 2 postings must be the same as those on Unit 1 postings for the same position.</p> <p>In the department of Nursing qualifications with respect to proof of practice shall not be permitted.</p>
29	U2 12.20	NEW para	<p>Mandate compensation for extra days worked.</p> <p>New maximum work hours for nursing in particular</p>	<p>Where an employee is required to conduct a make-up exam, or make-up practicum day, work an additional day or attend an orientation, they shall be compensated at the marker/grader rate for each hour worked.</p> <p>Existing Clinical Course Directors in the Department of</p>

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				<p>Nursing will have a maximum of 16 hours per academic year in orientation. New Clinical Course Directors will have a maximum of 24 hours per year in orientation.</p> <p>Employees contracted as CCDs in the Department of Nursing shall be expected to work 12 week contracts. Anything in addition should be paid at the marker/grader rate.</p>
21	12.18.5	NEW	Provide notice for practicum placements	<p>In the Department of Nursing, Placement confirmations including both the location and the day of the week, shall be posted four (4) weeks in advance of the start date. Anything less than 4 weeks' notice shall be subject to 10% compensation.</p>
20	U2 15.05	<p>When an employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for those reasonable costs of travel to and from the off-campus place of work which are in excess of the normal costs of travel to and from the employee's principal residence and the York University campus. Automobile expenditures in this regard shall be reimbursed at a rate of \$.45per kilometre in excess, or whatever kilometreage policy is in effect,</p>	Increasing mileage rate and tying to CRA recommended rate; include parking costs	<p>When an employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for those reasonable costs of travel to and from the off-campus place of work which are in excess of the normal costs of travel to and from the employee's principal residence and the York University campus. Automobile expenditures in this regard shall be</p>

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		whichever is the greater.		<p>reimbursed at the automobile allowance rate, as set and amended from year to year by the Canada Revenue Agency.</p> <p>When an employee is appointed or assigned duties at a place of work other than the York University campus, the employee shall be reimbursed for the parking costs associated with that place of work.</p>
108	16.05.4	NEW	Class size caps for Department of Nursing	<p>16.05.4</p> <p>With respect to Clinical Course Directorships in the Department of Nursing, additional payment for 12 hours, 8 hours or 16 hours per week (depending on clinical day) shall be distributed at the marker/grader rate for each additional student above and beyond the group sizes specified below:</p> <p><u>Clinical course size caps:</u></p> <p>1900-7 students (total of 42 hours max)</p> <p>2522-7 students (total of 144 hours max)</p> <p>2523-7 students (total of 192 hours max)</p>

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				<p>2731-6 students (total of 96 hours max)</p> <p>4131-6 students (total of 192 hours max)</p> <p>3524-7 students for mental health and 4 students for peds (total of 144 hours max)</p> <p>4526-7 students (total of 144 hours max)</p> <p>4525-8 students</p> <p>4527-14 students</p> <p>4150-12 students</p> <p>CCDs must agree to taking on additional students and are not required to do so</p>