

January 15, 2018

**Package Proposal of York University
For the Renewal of the
CUPE 3903 – 1 Collective Agreement**

In response to the requests and proposals made at the bargaining table, the University is prepared to enter into a renewal of the existing Collective Agreement for a three (3) year term running until August 31, 2020 as amended by the additions and amendments below.

For ease of review, the University has presented the amendments using the proposal numbers on the tracking document shared amongst the parties.

In addition to these proposals and as part of this full settlement package for a renewal agreement, the University would also enter into the following agreement:

In addition to the amendments set out below, it is agreed that the Union may at any point prior to January 31, 2018 identify any of its proposals or the University proposals from the tracking document (including proposals from amongst those set out below) to binding interest arbitration and the Arbitrator who is agreed upon by the parties will issue a decision on which, if any of these proposals should form part of the renewal agreement of CUPE 3903-1.

**Proposal #1 Salary and Graduate Funding 10.03.1, 10.04.1, 10.12, new 11,
and 15.04.1**

- Increase salary rates in 10.4.1 and authorized replacement rates in 15.04.1 by 1.55% effective September 1, 2017, September 1, 2018 and September 1, 2019.
- Increase 2016-17 TAship rate in 10.03.1 by 1.55% effective September 1, 2017
- Increase Graduate Financial Assistance rates in 10.12 by an amount equivalent to an increase of 1.55% effective September 1, 2017
- Increase Direct Deposit TA Financial Support rates in new Article 11 by 1.55% effective September 1, 2018 and September 1/ 2019.

Proposal #1B Vacation 10.04.1

No change to existing language although those employees with in excess of five (5) years of cumulative service shall receive vacation pay of 6% as required by the amended Employment Standards Act.

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Proposal #3 Campus Childcare Facilities

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 \$40,000. 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. 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

15.13 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 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

Proposal #5 Childcare Fund 15.13.4

A Childcare Fund in the amount of \$250,000 will be made available in each of 2018-2019 and 2019-2020. 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.

Proposal #6 Extended Health Benefits 15.26

On each of September 1, 2018 and September 1, 2019, the Employer will provide to CUPE 3903 a total amount of \$200,000 to assist CUPE 3903 to fund and administer its own plan or arrangement for benefits not covered by the collective agreement. 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.

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Proposal #10 Benefits Plan 10.19

All bargaining unit members shall receive the benefits enrolment form and/or link to a benefit enrolment form along with either a benefit booklet and/or a link to the benefits available with the written offer of employment.

Proposal #13 EFAP 10.22

The Employer shall provide access to all members and their family to the Employee Assistance Program (EFAP) for the remainder of any academic year in which an employee has worked under a contract.

Proposal #18 Sexual Violence and/or Gender-based Violence Leave 17.21

An employee may request and take a domestic or sexual violence leave where they or their child experiences or is threatened with domestic or sexual violence. This leave will be to allow the employee to seek medical attention, counselling, victim and support services, legal assistance and or to relocate. The employee, if requested to do so, will provide reasonable proof signed by a qualified practitioner.

Upon approval of such a leave the employee will be entitled to a paid leave of up to four thirty-fifths and the total leave may extend for up to the duration of the academic term. The details or extent of the violence threatened or experienced need not be disclosed to the employer and the employer will maintain confidentiality regarding the nature of the employee's leave. In the case of an extended absence beyond ten (10) days, the employee, to the best of their ability, shall keep their supervisor informed of the anticipated date of the employees return.

Proposal #23 Ways and Means 20.01

Effective September 1, 2018 the employer will contribute \$85,000 to this fund in each year of the collective agreement.

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.

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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).

Proposal #26 Trans Fund 15.21

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 pre-established and posted guidelines.

An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

Proposal #40 12.08.2

Where a full-time graduate student who holds a teaching assistantship withdraws from full-time status more than six (6) weeks after the commencement of the term, she shall retain that teaching assistantship for the remainder of the academic term.

*Signed off **

Proposal #49 10.04.2

10.04.2 The Employer will notify unit 1 members of the seniority points attached to each tutor position by including the seniority points for each position in the posting.

10.04.3 The Employer will specify the seniority value for the course being offered as a part of the offer of appointment.

Proposal #50 15.03.1 Letter of Understanding - Nursing

In negotiations in 2017-2018 the parties discussed issues that were arising around the assignment and expectations for Course Directors on practicum courses. This included the timing of assignments, the occasional need for replacements and the obligations and responsibility of the Course Directors around student support and availability.

Recognizing the need for clarity, it is agreed that the Faculty of Health will establish a Committee of two practicum Course Directors appointed by CUPE 3903 and two

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persons appointed by the Dean to review the process and to consider and report back on any possible improvements.

Signed off * **Proposal #51** **22.04**

The Employer shall maintain and update an online system for postings issued for the academic year and archived postings. Where significant changes are made to the Employer's online system for postings, which changes will not impact on the availability above, the Union will be advised and be provided a review of the changes at LMC.

Proposal #76 Paid Equity Training 10.02.2

iii) All mandatory workplace training identified by the Employer including any required AODA, OHSA, sexual violence or WHIMIS and other statutory training applicable to the position shall be performed on paid time within the ten (10) hours specified in 10.02.1.

Proposal #77 Sexual Violence Training Letter of Understanding

CUPE 3903 will be consulted in the development of training on the University's Policy on Sexual Violence required by Provincial regulation. Such consultations will occur no later than three months following the ratification of the renewal collective agreement.

Enhanced training on sexual violence will be made available to employees through an application process in a pilot project that will run from September 1, 2018 until August 31, 2020. The enhanced training is specifically intended for employees who believe that the training will be of particular benefit to them based on the circumstances or requirements of their position(s).

Employees in CUPE 3903 who complete the enhanced training during the pilot will receive remuneration for the time involved at the Overwork rate.

Proposal #78 Breastfeeding Facilities - Letter of Understanding

In negotiations for the 2017-2020 Collective Agreement the Union raised its desire to ensure the accessibility and availability of breastfeeding facilities for its members.

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The University has a posted family status accommodation guideline on-line and has existing available locations which may be accessed through the Centre for Human Rights.

The University will conduct a review of its campuses and, prior to August 31, 2018, will develop a plan identifying accessible spaces on each campus with guidelines for their availability and use.

Proposal #79 10.01.1(vi) and 5.03.1

10.01.1(vi) Where a Program is filling a ticketed course directorship opportunities they will, where all other factors and qualifications are equal, provide preference to an applicant who is a member of an Employment Equity group.

5.03 Remove last paragraph

Amend 5.03.1: While not a designated group under the Federal Contractors Program the parties recognize and wish to remove any employment barriers and barriers to fair representation for employees that self-identify as LGBTQ. Implementation of LGBTQ identified employees as the fifth Employment Equity group within the Collective Agreement will be done so as not to interfere with the Employer's Federal Contractors Program obligations.

Proposal #80 10.01.1

10.01.1 The parties recognize that the employer wishes to provide teaching opportunities for full-time graduate students. Such students will normally be employed in tutor 1, tutor 2, tutor 3, tutor 4, tutor 6, tutor 7, or writing instructor positions. However, during any twelve month period ending 31 August, the employer reserves the right to appoint such students to no more than seventy course director positions (not including any course director positions to which full-time graduate students are appointed when there have been no suitably qualified candidates with applicable prior experience in Unit 2 for course director positions originally posted in Unit 2) and may increase this number from seventy to eighty course director positions where there are at least ten course director positions in the total number which have not been offered in the Unit 1 or Unit 2 bargaining unit in the previous three years. Further, the employer reserves the right to appoint such students to an as yet undetermined number of additional positions in the Faculty of Education which will be based on the number of "net new" course director positions in the faculty, subject to a process to be worked out between the parties via the Labour/Management Committee. In the event that Faculty of Education does not use all

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of their allotted positions, they will not be transferable to, nor can they be borrowed by, other Faculties.

Proposal #90 5.03

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

Having regard to the above and available data, for the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people (“visible minorities”), then an applicant that self identifies as a racialized woman will be appointed.

2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.

3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), then a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.

4) if there are no candidates from the under-represented groups or if the hiring unit has met the thresholds under (1), then a candidate that self identifies as LGBTQ will be hired.

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation.

Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.

Proposal #91 12 03 2

A PH.D student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation and who as a result have not completed their academic requirements, shall gain an additional year of priority pool entitlement.

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Masters candidates who held a full teaching assistantship shall be allocated a full teaching assistantship pursuant to the terms of Article 15.10.

Proposal #92 15.10

A Full time graduate student whose studies have been impacted by a protected ground under the OHRC for which they require accommodation may submit a petition for academic extensions for up to a total of twenty four months beyond the Faculty of Graduate Studies deadlines (part time graduate students may submit petitions for part time status). Full time and part time graduate students who suffer illness or injury may submit petitions for academic extensions for up to a total of twelve months beyond the Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean. Such petitions shall be kept confidential. When considering these petitions, the Dean shall review medical certification and statements as to the effect of the disability or disabilities, illness or injury or such information as is necessary in respect of any other protected ground upon the progress of the student's work. If requested by the member, in the case of a petition based upon a disability or disabilities, the Dean shall also meet with an officer from the Student Accessibility Services to discuss the petition. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of the illness, injury and/or disability or disabilities upon the progress of the student's work was not sufficient to grant the petition, to the individual with a copy to the union. Such a request shall not be unreasonably denied. Petitions of full-time graduate students which are granted shall be granted for full-time status and petitions of part-time students which are granted shall be granted for part-time status.

Masters candidates who held a full or partial teaching assistantship, and who subsequently have been granted a full-time academic extension for up to 12 months beyond Faculty of Graduate Studies guidelines per this article, also shall be allocated an additional teaching assistantship

Proposal #94 4.01.1

The Employer shall follow its procedures as may be amended from time to time in implementing the duty to reasonably accommodate to the point of undue hardship members' needs arising from the protected grounds listed in article 4.01 and/or the

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Ontario Human Rights Code. All members shall have the right to union representation at each step in the accommodation process. The accommodation process is confidential.

Where the Employer is reviewing or amending its procedures and/or otherwise if CUPE 3903 wishes, there will be consultation to discuss the process and best practices for accommodation.

The employer recognizes the right of an employee to union representation if they wish at any stage of the process of accommodation.

The employer and the Union will establish regular, and no less than quarterly, meetings to review those accommodation requests and plans where union representation has been sought.

Proposal #95 22.01 (b)

The Employer and the Union agree that the online application system is to be preferred for obtaining and maintaining accurate and timely information for their respective use. Applicants will be required to use that system and to provide and update their email address, mailing address and a telephone number.

Amend Article 22.02. (i) as follows:

...

address (as contained in the Payroll file and/or on-line application)

telephone number (as available in the payroll file and/or online application)

...

Amend Article 12.02.1 as follows:

12.01.1 All applicants for positions...must apply directly, providing....

Signed off * **Proposal #96 3.05.3**

As part of any offer of admission to a graduate program that includes work under this Agreement, the Employer will provide notice of the Union's representational rights, a link to the Collective Agreement and to the CUPE 3903 home page.

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Proposal #98 Retention of Email Services - New

Employees shall have a continuation of work email access for a period of twelve months following the completion of their contract. Email access may be discontinued following the completion of the one year term of access.

Proposal #100 Union Space Amend 21

The employer agrees to provide the union free of charge, except as otherwise specified in this article, with the use of suitable, serviced office space, in a building fully accessible when needed (i.e. with accessible washrooms, door openers, ramps and/or elevators), with a telephone line, the telephone charges to be borne by the union, and a Telecommunication Device for the Deaf (TDD). The union shall have the use of the internal University postal service for union business, external mailing costs of the union to be borne by the union, and shall be given a University mailing number. The employer shall allow the union to use the University duplicating services, computing facilities, word processing equipment, and audio-visual equipment on the same basis and at the same rates established by the employer for University users. The employer shall provide the union with suitable meeting rooms as required, free of charge and on the same basis as other voluntary associations within the University which shall include the ability to book available meeting rooms on campuses where the union does not have a permanent office. The employer shall provide the union with use of a designated bulletin board in each department/division for the display of union notices, job postings and other union-related materials. If not the case as a result of the foregoing, each campus will have a dedicated bulletin board for use by the union. The employer shall also provide the union with a lighted bulletin board in an area adjacent to the East Bear Pit of the Ross Building.

Should one be deemed required, any move from the union's current office space will be subject to the same terms, conditions, and negotiations as those enjoyed by any other bargaining unit. Further, the employer will make best efforts to ensure that any new office space is equal to or better than the current facilities.

Proposal #104 Research Costs Fund - 15.15

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

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September 1, 2018, the amount allocated to the fund shall be \$110,000 per contract year. 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 Employer, and the Dean of the Labour/ Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

Proposal #106 Tuition Cost Fund 15.17

The Employer shall transfer \$12,500 from the Professional Development Fund in each year of the collective agreement to the Tuition Costs Fund, to assist employees in paying tuition costs for courses/programs/conferences related to their employment. Any unexpended monies shall be retained in the Fund.

Proposal #107 Professional Development Fund 15.16

Amend to begin...

Effective September 1, 2018, the employer agrees to contribute \$137,500 to the Professional Development Fund in each year of the collective agreement...

Proposal #110A Health & Safety - 15.02.4.1

The Employer will increase the amount of paid time available for participation in JOHSC by 30 Tutor 1 hours per academic year.

Signed off * **Proposal #110B Health & Safety - 15.02.5**

The Employer shall provide certification training, delivered by the Workers' Health and Safety Centre, to three members of the CUPE 3903 Joint Health and Safety Committee. It is understood that this is inclusive of the obligation, contained in the Joint Health and Safety Agreement between the Administration and CUPE 3903 signed and dated 1 December 1994, to certify one additional member beyond the legal requirement. Further, upon request to the Joint Health and Safety Committee, in each contract year one worker member of the Committee may attend at a CUPE health and safety course

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of their choice for up to a maximum of sixteen hours and the employer shall reimburse for all reasonable expenses associated with such training.

Proposal #A **Funding**

The proposal below is drafted based upon 2016/2017 rates for the purposes of presentation but would be amended to reflect negotiated increases.

1. Replace existing Article 10.03.1 with new Article 10.03.1 below.

10.03.1 REMUNERATION FOR TEACHING ASSISTANTS

Remuneration for a full teaching assistantship in each 12 month period consists of two tutor 1 assignments or their equivalent, paid at the rates set out in Article 10.04.1.

2. Revise 10.03.2 as follows:

- (a) For Employment Insurance purposes only a course director for a 6 credit course will be deemed to have worked 535 hours. Other assignments will be pro-rated.

- (b) The rate of a course directorship will be substituted for the rate of a teaching assistantship including grant-in-aid for the purpose of satisfying the additional guaranteed funding for Priority Pool Members specified in the Letter of Agreement: Additional Funding for Priority Pool Members. For clarity, if the rate of a teaching assistantship including GIA is \$14,000 and the rate of a course directorship is \$16,000, the additional guaranteed funding for Priority Pool members set out in the Letter of Agreement will be in addition to the course directorship rate and not in addition to the teaching assistantship rate such that if the total amount based on the teaching assistantship rate is \$20,000 the total amount for Priority Pool members with a course directorship will be \$22,000.

3. Replace existing Article 10.12 (Graduate Financial Assistance), Letter of Intent 6 (Tuition Offset), and Letter of Agreement: Additional Funding for Priority Pool Members

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with a new Article 11 as follows.

New Article 11. FUNDING FOR TEACHING ASSISTANTS

In recognition that teaching assistants are full-time graduate students, the following funding is provided to support their studies. Effective September 1, 2018, individuals holding a full teaching assistantship which is either their first as a doctoral student or is a second or subsequent teaching assistantship as part of their Priority Pool entitlement, will receive Additional Teaching Assistant Funding, contributing to their total minimum funding commitment from the University to support their full-time graduate studies. The make-up and value of the Additional Teaching Assistant Funding will vary depending on the individual's number of years in the Priority Pool and/or eligibility to continue in the Priority Pool and whether or not they pay international tuition fees. The components of Additional Teaching Assistant Funding are as follows:

11.1 Teaching Assistant Financial Support directly deposited to student accounts ("Direct-Deposit TA Financial Support")

This support is deposited to teaching assistants' student accounts in equal amounts in each term over the 12 month period September 1st to August 31st in which they are registered as full time students. Direct-deposit TA Financial Support is also indexed for increases in tuition fees and/or administrative or ancillary fees over the Board of Governors approved rates for domestic and visa students as of September 1, 2012 as follows:

In the event that graduate tuition fees (except MBA, IMBA, MPA, part-time LLM students, MHRM and MDes and other professional programs as may be approved) and/or ancillary fees (collectively "fees") are increased above the Board of Governors approved rates for domestic and visa students as of September 1, 2012, direct-deposit TA Financial Support will be augmented above the base rate in an amount that equals the fee increase for any employees in the bargaining unit who are registered full time and pay the higher fees.

A schedule of the base direct-deposit Teaching Assistant Financial Support for domestic and visa graduate student employees is set out below:

Schedule of Base Direct-Deposit TA Financial Support

- A. Visa graduate student employees who pay international fees

- (i) Up to end of first year in the Priority Pool
(typically first 2 years of doctoral program): \$6,960 (\$2,320 per term)
 - (ii) Second and subsequent years in Priority Pool: \$7,590 (\$2,530 per term)
- B. Graduate student employees who pay domestic fees
- (i) Up to end of first year in the Priority Pool
(typically first 2 years of doctoral program): \$5,652 (\$1,884 per term)
 - (ii) Second and subsequent years in Priority Pool: \$6,147 (\$2,049 per term)

11.1.1 Direct-deposit TA Financial Support will be adjusted for less than a full TAship. The full amount of direct-deposit TA Financial Support consists of a “fixed amount” of \$3705 for all TAs and a second amount making up the balance of the TA Financial Assistance, the amount varying according to the Schedule above. The “fixed amount” of \$3705 is prorated for less than a full TAship whereas the balance is not. For example, the fixed amount for a half TAship is \$1852.50. Direct-deposit TA Financial Support for a half TAship up to the end of the first year in the Priority Pool (domestic) is \$3799.50.

11.1.2 Where a course directorship is assigned, Direct-deposit TA Financial Support excludes the “fixed amount” described above in 11.1.1 For example, Direct-deposit TA Financial Support up to the end of the first year in the Priority Pool (domestic) where a course directorship has been assigned is \$1,947.

11.2 Guaranteed Minimum Additional Funding for Doctoral Student Employees with at least One More Year of Priority Pool Eligibility Remaining (typically first 5 years of doctoral program)

Doctoral student employees who are eligible for at least one additional year in the Priority Pool beyond the current year are guaranteed to receive funding in support of their graduate studies in an amount of \$5,384 in addition to the funding they otherwise receive through the Priority Pool entitlement (i.e., teaching assistant wages and direct-deposit Teaching Assistant Financial Support) over a 12 month period. No additional

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CUPE 3903 Unit 1, 2, or 3 work or other employment assignment will be required to receive this funding.

To support success in graduate academic studies, such funding will instead be made available in the form of scholarships (excluding York Entrance Scholarships), fellowships, or assistantships paid or provided as other than employment income and predominantly for the purposes of advancing the student's academic progress. It is recognized that many employees currently receive additional funding opportunities and the amount set out here is a minimum guaranteed level of support. The Guaranteed Minimum Additional Funding will not apply to any employees whose funding provides them with a level of support greater than their Priority Pool entitlement coupled with Guaranteed Minimum Additional Funding (i.e., their Priority Pool entitlement plus \$5,384).

For clarity, eligibility criteria for Guaranteed Minimum Additional Funding for doctoral student employees are as follows:

- member of the bargaining unit during the preceding 12-month period, including those on leaves of absence under the collective agreement;
- in the Priority Pool;
- must be continuously registered on a full-time basis for the following 12-month period;
- have total funding including major external scholarships not greater than the priority pool entitlement plus \$5,384. .

Note – Although not in the priority pool or in the bargaining unit during the preceding 12 month period, PhD 1 students are eligible for the minimum guarantee in their first year.

Schedule of Base Total Minimum Funding Support for Doctoral Student Employees Holding a Full Teaching Assistantship

Total minimum funding support for doctoral student teaching assistants based on the various combinations of teaching assistant wages, direct-deposit TA Financial Support and Guaranteed Additional Funding is set out in the schedule below:

- A. Visa doctoral student employees who pay international fees

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- (i) Up to end of first year in the Priority Pool
(typically first 2 years of doctoral program):
- | | |
|---|----------------------------|
| Teaching Assistant Wages (2*Tutor 1 Rate) | \$11,218 |
| Base Direct-Deposit TA Funding Support | \$6,960 (\$2,320 per term) |
| Guaranteed Additional Funding Support | \$5,384 |
| Total Base Minimum Funding Support
(Shown without adjustment for Tuition Fee Indexing) | \$23,562 |
- (ii) Second and subsequent years in Priority Pool
with at least one more year of Priority Pool eligibility remaining:
- | | |
|---|----------------------------|
| Teaching Assistant Wages | \$11,218 |
| Base Direct-Deposit TA Funding Support | \$7,590 (\$2,530 per term) |
| Guaranteed Additional Funding Support | \$5,384 |
| Total Base Minimum Funding Support
(Shown without adjustment for Tuition Fee Indexing) | \$24,192 |
- (iii) Final year in Priority Pool (with no remaining
years of Priority Pool eligibility):
- | | |
|---|----------------------------|
| Teaching Assistant Wages | \$11,218 |
| Base Direct-Deposit TA Financial Support | \$7,590 (\$2,530 per term) |
| Total Base Minimum Funding Support
(Shown without adjustment for Tuition Fee Indexing) | \$18,808 |
- B. Doctoral student employees who pay domestic fees
- (iv) Up to end of first year in the Priority Pool
(typically first 2 years of doctoral program):

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Teaching Assistant Wages	\$11,218
Base Direct-Deposit TA Financial Support	\$5,652 (\$1,884 per term)
Guaranteed Additional Funding Support	\$5,384
Total Base Minimum Funding Support	\$22,254

(v) Second and subsequent years in Priority Pool
with at least one more year of Priority Pool eligibility remaining:

Teaching Assistant Wages	\$11,218
Base Direct-Deposit TA Financial Support	\$6,147 (\$2,049 per term)
Guaranteed Additional Funding Support	\$5,384
Total Base Minimum Funding Support	\$22,749

(vi) Final year in Priority Pool (with no remaining
years of Priority Pool eligibility):

Teaching Assistant Wages	\$11,218
Base Direct-Deposit TA Financial Support	\$6,147 (\$2,049 per term)
Total Base Minimum Funding Support	\$17,365

Proposal #B 10.05

10.05.1) Once an employee has been appointed to a course director position for a particular session she will not be required to convert that course to an alternate mode of delivery.

10.05.2) Where on-line applications are required for internal bursaries, scholarships or awards administered by the Faculty of Graduate Studies, hard copy versions of these

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application forms will be made available to the union at their request on behalf of specific CUPE 3903 employees for whom on-line access is not reasonably available. No Unit 1 employee's application will be rendered ineligible owing to difficulties with internal electronic applications.

Remainder of 10.05 stays as is, renumbered to reflect removal of 10.05.3.

Proposal #D 13.07.1

The results of the University's common set of course evaluation questions may be made available to students but shall not otherwise be made available to third parties except in the performance of their duties and in accordance with the terms of this collective agreement. Per Article 12.24 such evaluations, or a summary of, may also be placed in an employee's Professional Performance and Service File with the employee's written agreement.

Proposal #E Appendix "B" - Add:

If you accept this offer of appointment, please complete, sign, and return the attached copy of this form to me within five days.