

## York Administration's Offer Compared to CUPE 3903's Proposals

Wages and Benefits	
<p><b>The York Administration's Offer:</b></p> <ul style="list-style-type: none"> <li>• Wage increase of 2.1%, 2.2% and 2.3% per year</li> <li>• \$40,000/year for Lee Wiggins (Student Centre) Childcare Centre</li> <li>• Childcare Fund increases to \$260,000 in <u>2018-19</u></li> <li>• Increase Extended Health Benefits to \$220,000 per year</li> <li>• Dental implants as an allowable expense within already established limit of \$3000.00 as of <u>2019</u></li> <li>• Retirees shall retain drug, dental, vision care, and other negotiated benefits up to \$1800 per person</li> <li>• \$50,000 Sexual Assault Fund through York's Sexual Violence Response Office with no union input and unclear guidelines for allocation</li> <li>• Cover cost of parking for off-campus assignments above parking rate of York Lanes</li> </ul>	<p><b>CUPE 3903's Proposals:</b></p> <ul style="list-style-type: none"> <li>• Wage increase of 3.5%, 3.5% and 3.5% per year</li> <li>• \$70,000/year for Lee Wiggins (Student Centre) Childcare Centre</li> <li>• Childcare Fund increases to \$260,000 in <u>2017-18</u></li> <li>• Increase Extended Health Benefits to \$250,000 per year</li> <li>• Increase limit to \$3000 per year and include \$1,000 for orthodontics and dental implants in <u>2017-18</u></li> <li>• Retirees shall retain drug, dental, vision care, and other negotiated benefits up to \$2100 per person</li> <li>• Sexual Violence Survivor Fund of \$50,000 per year year to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence</li> <li>• Increase mileage reimbursement rate and cover cost of parking for off-campus work assignments above the rate of \$10/day</li> <li>• Increase Vision Care benefit limit to \$1000 every two years</li> <li>• Increase Paramedical benefits to a maximum of \$6000</li> <li>• Drug, dental and vision care extended for 8 months after contract</li> <li>• Members on Long-term Disability receive 80% or \$4000 of wage whatever is more at time of disability/leave</li> <li>• Extend paid Maternity Leave to a year</li> <li>• Racial Discrimination Fund of \$30,000 per year</li> <li>• Penalty of 5% of member's salary when York is late</li> </ul>

	<p>to pay member's salary</p> <ul style="list-style-type: none"> <li>• Letter of intent on need and feasibility of daycare at Glendon and Markham campuses</li> </ul>
--	---

**Tuition and Funding**

<p><b>The York Administration's Offer:</b></p> <ul style="list-style-type: none"> <li>• Allows York to claw back the entirety of your minimum guarantee (around \$5400) from money you earn through scholarships</li> <li>• No letter of intent on fellowship which allows York to make unilateral changes to unit 1 funding</li> <li>• Allows for claw back of summer funding to pay tuition</li> <li>• No deadlines or late penalties on late payment of Grant-in-Aid/Graduate Funding Assistance</li> <li>• Graduate Assistance research fund of \$80,000 to incentivize hiring of GAs by principle researchers</li> <li>• Alter Unit 1 and Unit 3 funding to remove Grant-in-Aid from monthly pay cheques and combined with Graduate Funding Assistance to be paid via direct deposit once a semester making monthly pay cheques lower</li> </ul>	<p><b>CUPE 3903's Proposals:</b></p> <ul style="list-style-type: none"> <li>• Strengthen the minimum guarantee language by including the fellowship and protect the minimum guarantee from claw-backs including protection of scholarships and additional income from claw-backs.</li> <li>• Letter of intent on the fellowship including amounts to protect members from unilateral changes to their funding package</li> <li>• Allows for members to elect to receive their fellowship as four payments over the summer</li> <li>• Establish late penalties and deadlines for Grant-in-Aid and GFA payments</li> <li>• Protect GA positions/unit 3 jobs under the fellowship model: incoming MAs should have the opportunity to obtain a GAship and a percentage of research positions should be given preference to MAs before other research positions, match principle investigator (PI) funding by 50%, benefit charge 31% and list of RA positions each year</li> <li>• Unit 3 Minimum guarantee of \$15,000 per year of extra funding above and beyond the guaranteed 0.5 GAship. Such funding may be in the form of scholarships (excluding York Entrance Scholarships), fellowships, or assistantships.</li> <li>• Increase Unit 3 Summer assistance amount to \$4000 to help offset for York's tuition increase</li> <li>• Bargaining unit members enrolled as international students shall pay the domestic tuition rate</li> </ul>
---	---

**Job Security and Workload**

<p><b>The York Administration's Offer:</b></p> <ul style="list-style-type: none"> <li>• Letter of understanding to form a committee to look into issues in School of Nursing</li> </ul>	<p><b>CUPE 3903's Proposals:</b></p> <ul style="list-style-type: none"> <li>• In the School of Nursing, members will be permitted to serve as authorized replacements for preceptored courses</li> </ul>
---	--

<p><b>The York Administration’s Offer:</b></p> <ul style="list-style-type: none"> <li>• In School of Nursing, qualifications will be reasonably connected to the duties of the position</li> <li>• 2 Conversions per year</li> <li>• Members in CSSP maintain status for 5 years. Members can retain status if they maintain average of 2 Type 1 positions over 5 years, no improvement to work guarantee</li> <li>• 7 LSTAs per year; 3 or 5 years at discretion of hiring unit; 3 full course equivalents per year</li> <li>• A modified version of the “SRC” program (higher workload, lower pay); 5 per year allocated through application process; 5-year term, potentially renewable through onerous process for another 5 years [YUFA would need to approve this program and they have said they “will not accept” York’s proposal]</li> </ul>	<p><b>CUPE 3903’s Proposals:</b></p> <ul style="list-style-type: none"> <li>• In School of Nursing, qualifications language will not exceed those established by Ontario College of Nurses (CNO)</li> <li>• 15 Conversion per year or 15% of the Tenure Track hires, whichever is greater; Clarify and improve the Conversion selection process</li> <li>• All members in CSSP to teach at least 1 Type 1 course or equivalent per year; or be compensated at same level of pay/experience credit</li> <li>• 10 LSTAs per year; 5-year renewable term; 3.5 full course equivalents per year; process improved</li> <li>• Bring back the Special Renewable Contract program; 10 per year allocated on basis of years of service; 5-year term, renewable for another 5 years and then 3 years.</li> <li>• Increase Incumbency to 60 months (or 66 months for Conversion Pool members)</li> <li>• Applicants in Conversion Pool for at least 5 years and having teaching experience in posted course, closely related course, or closely related academic department, field or discipline, shall be deemed to meet the posted qualifications for positions in 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> year courses.</li> <li>• Long-Service Override to apply to positions offered under Continuing Sessional Standing Program</li> <li>• 30% of all CLAs will be given to U2 members; If a hiring unit appoints more than one CLA in a given year, at least 50% shall be U2 members</li> </ul>
---	--

**Equity**

<p><b>The York Administration’s Offer:</b></p> <ul style="list-style-type: none"> <li>• 1-year extension in priority pool on all code-based grounds</li> <li>• Accommodation process started within 30 days</li> </ul>	<p><b>CUPE 3903’s Proposals:</b></p> <ul style="list-style-type: none"> <li>• 2-year extension in priority pool on all code-based grounds</li> <li>• Accommodation procedure on all code-based</li> </ul>
--	---

<ul style="list-style-type: none"> <li>• Individualized accommodation process for access to breastfeeding facilities through the Centre for Human Rights</li> <li>• Limited access to library services for members following retirement (for a specific approved research project).</li> </ul>	<p>grounds with union representation and consultation and completion timeline 30 days</p> <ul style="list-style-type: none"> <li>• Accessible breastfeeding facilities throughout campus; maintaining the cleanliness and safety of these facilities at all times</li> <li>• Access to library services for members following retirement</li> <li>• Equity hiring process for Unit 1 ‘tickets’: 50% from one or more of five equity seeking groups</li> <li>• Distribution of tickets: A minimum of 2 tickets shall be allocated per Faculty with employees represented by CUPE 3903 to ensure equitable distribution</li> <li>• 10 hours paid equity training: Mandatory paid training on Accessibility for Ontarians with Disability Act (AODA), anti-oppression, etc.</li> <li>• Sexual Violence Training: Mandatory paid training</li> <li>• Equity hiring consideration for new positions</li> <li>• Equity hiring consideration for new course design</li> <li>• Employment Equity Report to be made public and track process of York in meeting equity thresholds</li> <li>• Create an of Office of Equity, Diversity, Inclusion, and Intersectionality</li> <li>• York to provide equity-group data on who is and is not accepted into graduate school</li> </ul>
--	---

**Professional Development**

<p><b>The York Administration’s Offer:</b></p> <ul style="list-style-type: none"> <li>• Unit 2 Professional Expense Reimbursement: increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150. All changes as of <u>2018-19</u></li> <li>• Unit 1 Research Costs Fund: increase to</li> </ul>	<p><b>CUPE 3903’s Proposals:</b></p> <ul style="list-style-type: none"> <li>• Unit 2 Professional Expense Reimbursement: increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150. All changes as of <u>2017-18</u></li> <li>• Unit 1 Research Costs Fund: increase to \$110,000.</li> </ul>
--	---

<p>\$110,000. Increase personal cap to \$1,600 per person</p> <ul style="list-style-type: none"> <li>• Professional Development Fund: \$150,000 per year \$15,000 restricted to New “Career Advancement Program” aimed at U2 (instead of Conversions)</li> </ul>	<p>Increase personal cap to \$1,800 per person and include printing</p> <ul style="list-style-type: none"> <li>• Professional Development Fund: \$137,500 per year</li> </ul>
<p>Pedagogy</p>	
<p><b>The York Administration’s Offer:</b></p>	<p><b>CUPE 3903’s Proposals:</b></p> <ul style="list-style-type: none"> <li>• Class size: Unit 2 CDs will receive marker/grader assistance at the rate of fifteen hours for each block of five students when enrolment exceeds fifty</li> <li>• School of Nursing: class size limits for Clinical Courses</li> </ul>
<p>Health and Safety</p>	
<p><b>The York Administration’s Offer:</b></p>	<p><b>CUPE 3903’s Proposals:</b></p> <ul style="list-style-type: none"> <li>• Representation on all health/safety committees</li> <li>• Notifications about workplace hazards including threats, emergency responses, evacuation services</li> </ul>
<p>Other Proposals</p>	
<p><b>The York Administration’s Offer:</b></p> <ul style="list-style-type: none"> <li>• Increase Unit 1 tickets to 55, taking work away from unit 2 members, and severely underpaying the Unit 1 members in question</li> <li>• Remove our members’ protection around unreasonable uses of technology</li> </ul>	<p><b>CUPE 3903’s Proposals:</b></p>