

Summary of CUPE 3903 Bargaining Proposals and Employer Responses [as of March 21]

| Proposal Number/Issue | CUPE 3903 Proposals | Employer Proposal and/or Response |
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| 1 a) Wages | 3.5% increase each year | 2.1%, 2.2% and 2.3% |
| 1 b) Vacation Pay | 6% for those with 5 or more years of experience | Yes. Ready to Sign off. |
| 2) Penalty late pay | Penalty of 5% of member's salary | No |
| 3) Campus Childcare Facilities | \$70,000/year for Student Centre Day Care; \$50,000/year for subsidies for 3903 members at Student Centre Day Care and Co-op Day Care | \$50,000/year for Student Centre Childcare; \$50,000/year for subsidies for 3903 members at Student Centre Day Care and Co-op Day Care |
| 4) Childcare facilities | Letter of intent on need and feasibility of daycare at Glendon and Markham campuses | No |
| 5) Childcare Fund | A Childcare Fund in the amount of \$260,000 will be made available each year. | \$260,000 starting September 2018 |
| 6) Extended Health Benefits | Increase Employer funding of EHB to \$250,000 per year. | \$220,000 |
| 7) Dental benefits | Increase limit to \$3000 per year and include \$1,000 for orthodontics and dental implants | Increase limit to \$3000 per year and include \$1,000 for dental implants, effective 2019 |
| 8) Vision | Increase limit to \$1000 every two years for each employee | No |
| 9) Paramedical | Up to a maximum of \$6000 | No |
| 11) Continuing benefit coverage for all members | Drug, dental and vision care extended for 8 months after contract | No |
| 12) Post-Retirement Benefits | Retirees shall retain drug, dental, vision care, and other negotiated benefits up to \$2100 per person | 1600 per person |
| 13) EFAP | Access for members/dependents | Yes. Signed off |
| 16) Increase LTD payment | Members receive 80% or \$4000 of wage whatever is more at time of disability/leave. | No |
| 17) Paid Maternity Leave | Extend to a year | No |
| 18) Sexual Violence and/or Gender-Based Violence Leave | Six weeks, full confidentiality and connection to LTD | Yes. Signed off |
| 20) Increasing mileage rate; parking costs | Increase mileage rate and cover parking costs above the rate over \$10/day | Cover parking for work up to parking rate of York Lanes |
| 21) Notice for practicum placements | 2 weeks in advance notice of placement | Yes. Signed off. |
| 23) Ways and Means | \$85,000 per contract year | Yes. Signed off |
| 24) Sexual Violence Survivor Fund | \$50,000 per year | No |
| 26) Increase to Trans Fund | Increase to \$40,000 per year | Yes. Signed off |
| 27) Racial Discrimination Fund | \$30,000 per year | No |
| 29) orientation hours in School of Nursing | Limit orientation hours in School of Nursing | Yes. Signed off. |

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| 35) minimum guarantee of \$15,000 per year for U3 members | minimum guarantee of \$10,000 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. | No |
| 41) Summer TAships | Application process | Yes. Signed off |
| 42) GA summer assistance | Increase Summer assistance amounts, to help offset for York's tuition increase | No |
| 45) international fees | Bargaining unit members enrolled as international students shall pay the domestic tuition rate | No |
| 47) Include Fellowship in Collective Agreement | Protect minimum guarantee from claw-backs Protect scholarships and additional income from claw-backs Strengthen priority pool language for incoming PhDs Letter of intent on the fellowship including amounts Reestablish summer funding Establish late penalties and deadlines | Minimal protection against claw-backs No letter of intent on fellowship No deadlines or late penalties Strengthens priority pool language |
| 48) Protect GA positions/unit 3 jobs under the fellowship model | Percentage of research positions must be given as GAships before other research positions, benefit charge 31% and list of RA positions each year | Graduate Assistance research fund of \$80,000 to incentivize hiring of GAs by principle researchers |
| 49) U1 Seniority | Notify unit 1 members | Yes. Signed off |
| 50) Ensure authorized replacements are available | Including authorized replacements in nursing | Letter of understanding on nursing to address nursing specific grievances |
| 51) Employer's responsibility to maintain an online postings and NRA database | The Employer shall maintain an online database of all postings and Notices of Recommended Appointments issued. Changes to the operation of the database shall require the agreement of the LMC. | Yes. Signed off |
| 53) Incumbency | Increase incumbency to 60 months. 66 months for AA Pool | No |
| 56) Exec and BT service | Change to 1 Type 1 applicable prior experience credits. | Yes. Signed off |
| 58) access to work histories | Online system for members to access their work histories | Yes. Signed off on January 11. Employer to develop system during life of Collective Agreement |
| 60) Nursing specific | Qualifications language will not exceed those established by College of Nurses | No: "qualifications...will be reasonably connected to the duties of the position" |
| 62) Long- Service Override/CSSP | Long-Service Override to apply to positions offered under Continuing Sessional Standing Program | No. "This runs contrary to the design of the CSSP" |
| 63) CSSP Guarantee | All members in CSSP to be offered 1 Type 1 courses or equivalent per year; or compensated at same level of pay/APE | No. Members in CSSP shall maintain status for 5 years. Members can retain status based on 5 year course load average (minimum 2 Type 1) |
| 65) Conversions | 15 per year or 15% of Tenure Track hires, whichever is greater. Clarify process. | 2 Conversion per year |
| 69) Promote "internal" U2 | 30% of all CLAs to U2 members; If a hiring unit appoints more than one CLA in a given year, at least 50% shall be U2 members. | No |

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| candidates for CLAs | | |
| 70) Long Service Teaching Appointments | 10 per year; 5 years, renewable; 3.5 full course equivalents per year; process improved | 7 per year; 3 or 5 years at discretion of hiring unit; 3 full course equivalents per year |
| 71) LSTA access to resources and services over the summer | Ensure that members with LSTAs have access to all resources and services in summer that they hold in fall/winter | Yes. Signed off. |
| 72) SRCs | 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 | A highly modified "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 |
| 74) "Deemed qualified" language | 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 st , 2 nd and 3 rd year courses. | No |
| 76) Paid Equity Training | Mandatory paid training on AODA, anti-oppression | No, include in 270 work hours for unit 1 |
| 77) Sexual Violence Training | Mandatory paid training | No, optional pilot project through York |
| 78) Breastfeeding Facilities | Accessible rooms throughout campus and maintaining the cleanliness and safety of these facilities at all times. | Family status accommodation through centre for human rights |
| 79) equity hiring 'tickets' | 50% from one or more of five equity seeking groups | No |
| 80) Distribution of tickets | A minimum of 2 tickets shall be allocated per Faculty with employees represented by CUPE 3903 to ensure equitable distribution | Only if union agrees to increase to 60 |
| 82) Equity Protection | Establish equity hiring when candidates have same level of qualifications/experience | Yes. Signed off |
| 83) Equity protection | Equity hiring consideration for new positions | No |
| 83A) Equity protection | Equity hiring consideration for new course design | No |
| 84) Employment Equity Report | EER to be made public and track process of York in meeting equity thresholds | No. Employment Equity report posted online |
| 85) Create an of Office of Equity, Diversity, Inclusion, and Intersectionality | Council on Equity, Diversity and inclusion to work with VP position | No. VP level position will be created |
| 87) ASL | Complement existing ASL interpretation services with Video Remote Interpretative (VRI). | Yes. Signed off. |
| 88) Equity grad school acceptance | York to provide equity-group data on who is and is not accepted into graduate school | No. Not an employment issue |
| 90) Defining Under-representation | Definition of under-representation using availability data from GTA. Creates thresholds for intersectional equity data | Yes. Signed off. |

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| 91) extension in the priority pool | 2 years on all code based grounds | 1 year on all code based grounds |
| 92) academic extension | 2 years on all code based grounds | Yes. Signed off |
| 93) academic extension U3 | 2 years on all code based grounds | Yes. Signed off |
| 94) Accommodation Procedure | Accommodation procedure on all code based grounds with union representation and consultation and completion timeline 30 days | Accommodations process started in 30 days |
| 96) Union membership information | Part offer of admission, Employer will be responsible for providing, in consultation with the union, info on Union | Yes. Signed off |
| 97) Retention of Library Services upon Retirement | The Employer agrees to maintain in perpetuity Library services for members following retirement | No |
| 98) Retention of Email and Library Services | Maintain library and email accounts for members 1 year after their last contract. | Yes. Signed off |
| 100) Union office space | Ability to book meeting rooms, shared office space at Glendon | Yes. Signed off |
| 102) Research Leaves | Include equity provisions. | Include equity provisions. |
| 103) Professional Expense Reimbursement | Increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150. | As of Sept 1, 2018, increase total amount to \$275,000; increase course amount from \$350 to \$375; increase annual maximum from \$1050 to \$1150 |
| 104) Unit 1 Research Costs Fund | Agreed on 110,000 increase. Increase personal cap to \$1,800 per person and include printing. | Increase to \$110,000 and increase individual cap to \$1,600. |
| 106) Tuition Cost Fund | \$12,500 from PDF per contract year | Yes. Signed off |
| 107) Professional Development Fund | Agreed on increase to \$137,500 per contract year with no additional funds for career advancement program | Increase to \$150,000 with \$15,000 restricted to New "Career Advancement Program" aimed at U2 |
| 108) Class size | Enrolment for Unit 2 CDs cannot exceed beyond on block of 5 students and nursing specific class sizes | No |
| 110) Health and Safety | 45 additional tutor 1 hours for JOHSC 16 hours in CUPE health/safety course Representation on all health/safety committees Notifications about workplace hazards including threats, emergency responses, evacuation services | Yes. Signed off on 45 hours Yes. Signed off 16 hours in CUPE course No to representation No to notification system |