

Summary of CUPE 3903 Bargaining Proposals and Employer Responses

Proposal Number/Issue	CUPE 3903 Proposals	Employer Proposal and/or Response
1 a) Wages	3.5% increase each year	2.1%, 2.2% and 2.3%
1 b) Vacation Pay	6% of salary	6% for those with 5 or more years of experience (otherwise remain 4%)
2) Penalty late pay	Penalty of 5% of member's salary	No
3) Campus Childcare Facilities	\$75,000/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 at Markham and Glendon	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 \$300,000 will be made available each year.	\$260,000
6) Extended Health Benefits (EHB)	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	No
8) Vision	Increase limit to \$2000 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 \$2800 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, however we are prepared to exchange an increase to paid maternity leave for the acceptance of proposal 32 which establishes "for employment insurance purposes only, a course instructor for a 6-credit course will be deemed to have worked 600 hours. Other assignments will be pro-rated.	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) Provide notice for practicum placements	2 weeks in advance notice of placement; with penalty for late notice	No
23) Increase Ways and Means	\$85,000 per contract year	Yes. Signed off
24) Sexual Violence Survivor Fund	\$75,000 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) compensation for extra days worked. New maximum work hours for nursing in particular	Limit orientation hours and establish 12 week contracts for nursing	No
32) Increase hours for EI	Increase to 600 hours.	No
35) minimum guarantee of	minimum guarantee of \$10,000 per year of extra funding above and beyond the	No

\$15,000 per year for U3 members	guaranteed 0.5 GAship. Such funding may be in the form of scholarships (excluding York Entrance Scholarships), fellowships, or assistantships.	
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 \$60,000 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 2 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)
64) Changes to the preamble of the Conversions Program	Strengthen language to recognize "social harm" of precarity and recognize value of program as an on-going commitment	No. "We have worked over past agreements...to provide greater job security and ongoing access to work for those employed within Unit 2."
65) Conversions	20 per year or 20% of Tenure Track hires, whichever is greater. Clarify process.	2 Conversion per year
69) Promote "internal" U2 candidates for CLAs	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
70) Long Service Teaching Appointments	10 per year; 5 years, renewable; 3.5 full course equivalents per year with compensation for 3.5 courses plus 1/7 th the rate of a type 1 position per full course equivalent; process improved	7 per year; 3 or 5 years at discretion of hiring unit; 3 full course equivalents per year
71) LSTAs have 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	No. Access to specific services and resources to be recognized.
72) SRCs	Bring back the Special Renewable Contract program; 10 per year allocated on basis of years	A highly modified "SRC" program (higher workload, lower pay); 5 per year allocated

	of service; 5 year term, renewable for another 5 years and then 3 years	through application process; 5 year term, potentially renewable through onerous process for another 3 to 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	ASL interpretation through in person and VRI accessible to members	Only VRI
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.
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	at Glendon and Markham; Bulletin Boards in all Academic Buildings	Ability to book meeting rooms
102) Unit 2 Research Leaves	Increase from 3 to 6 for members of Conversion Pool, with 2 (currently 1) given to assist a member in the completion of a PhD. Open to all members of U2: increase from 1 to 2. Increase value from equivalent to 3 type 1 positions to 5 type 1 positions.	Maintain current number and value of Research Leaves. Include equity provision.

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; remove 3 year rollover of funds
104) Unit 1 Research Costs Fund	Increase current \$100,000 to \$125,000; increase individual cap on expenses from \$1,500 to \$2,000 and clarify coverage by explicitly outlining: language translation, accessibility costs, printing and photography charges, camera rentals, space rentals, recording devices, transportation costs, media accommodations and adaptive technologies	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	Increase from current \$125,000 to \$185,000	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
109) Online Courses	Establish compensation and seniority, number of contact and office hours, and connection between course designer and coordinator and include equity language and additional compensation for course design	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