

March 29, 2021
Employer Proposals

Changes proposed with respect to the 2017-2020 Collective Agreement

Changes proposed with respect to the party's last pass

~~Parts struck out, with respect to the 2017-2020 Collective Agreement~~

~~Parts struck out with respect to the party's last pass~~

PROPOSAL 1: TUITION COST FUND

Corresponds to CUPE proposal #5 from March 10 package

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.

~~The Tuition Costs Fund shall be administered by a four person committee consisting of two members of the bargaining units selected by the union, one full-time faculty member selected by the employer, and the Director of the Centre for Support of Teaching or designate, using criteria and procedures approved by the Labour/Management Committee~~ the Professional Development Fund Committee of the Union. An annual report on the disbursement of monies, indicating the name, bargaining unit and amount provided to each recipient, shall be submitted in writing by the Union to the Faculty Relations Office Employer ~~Labour/Management Committee~~ by no later than September 30th of each year.

PROPOSAL 2: 15.29 SEXUAL VIOLENCE SURVIVOR FUND

~~For the contract year Effective September 1, 2021 2018-2019, and each September 1 thereafter, the Employer will provide to CUPE 3903's Trans Feminist Action Caucus a total amount of \$50,000 to assist TFAC's ongoing support of survivors of sexual and/or gender-based violence.~~

~~By September 30, 2022 and by each September 30 thereafter, the Union will provide a report to the **Faculty Relations Office Employer** indicating the amount of money that was spent in the previous 12-month period.~~

~~For the contract year 2019-2020, \$10,000 will be provided to CUPE 3903's Trans Feminist Action Caucus and \$40,000 will be provided to the Sexual Violence Response Centre. The Sexual Violence Response Centre will meet quarterly with the Union, or at reasonable request, to discuss access to and distribution of these monies.~~