

CUPE 3903 Bargaining Proposals, 2023–26

These proposals are tabled without prejudice to the Union’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations, and the Union’s interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed any article or provision expiring during the life of 2017-2020 Collective Agreement is hereby renewed.

Guide to changes:

New language, with respect to the 2017-2020 CA

Language to be replaced by updated language/data {!}

New language, with respect to the previous pass of the party {!}

Language that has been removed, with respect to the 2017-2020 CA

~~Language that has been removed, with respect to the previous pass of the party {!}~~

NOTE: The {!} symbol follows the Universal Design for Learning principle of adding a visual/text marker in addition to colour changes for accessibility. It is not part of the text of proposed changes.

Equity					
	Article # / Title	CA Language 2017–20	Change	CUPE Latest Proposal	ER Latest Proposal
1	5.03.1 (f) / Employment Equity Committee	(f) Pursuant to its mandate, the Employment Equity Committee may have regard to other sources of external data to review representation thresholds, including the General Workforce Population Equity Group Data in Article 5.03.3(d).1 -- [Footnote] 1. The parties acknowledge, solely for the purpose of the deliberations of the Employment Equity Committee, the following current data from reports commissioned by Statistics Canada or from the City of Toronto, provided by the Union, and for the General Workforce	Update data in footnote to reflect 2021 census; see also 5.03.4	[July 27, 2023:] Update data (highlighted text) in footnote 1 to reflect 2021 census; see also 5.03.4 [Footnote] 1. The parties acknowledge, solely for the purpose of the deliberations of the Employment Equity Committee, the following current data from reports commissioned by Statistics Canada or from the City of Toronto, provided by the Union, and for the General Workforce Population Equity Groups by Statistics Canada: for Canada as a whole (and for General Workforce Population Equity Groups):	

		<p>Population Equity Groups by Statistics Canada: for Canada as a whole (and for General Workforce Population Equity Groups):</p> <ul style="list-style-type: none"> a. Women: 50.4% (48.2%) b. Racialized people: 22.3% (21.3%) c. Indigenous Peoples: 4.9% (4.0%) d. Persons with disabilities: 22% (9.1%) e. 2SLGBTQIA+ (Homosexual and Bisexual): 3% <p>for Toronto (and for General Workplace Population Equity Groups):</p> <ul style="list-style-type: none"> a. Women: 52% (48.7%) b. Racialized people: 52% (48.8%) c. Indigenous Peoples: 1% (0.8%) d. Persons with disabilities: 24.3% e. 2SLGBTQIA+: 4-5% <p>The Employment Equity Committee may obtain additional data particularly with respect to d. and e. above.</p>		<ul style="list-style-type: none"> a. Women: 50.4% (48.2%) b. Racialized people: 22.3% (21.3%) c. Indigenous Peoples: 4.9% (4.0%) d. Persons with disabilities: 22% (9.1%) e. 2SLGBTQIA+ (Homosexual and Bisexual): 3% <p>for Toronto (and for General Workplace Population Equity Groups):</p> <ul style="list-style-type: none"> a. Women: 52% (48.7%) b. Racialized people: 52% (48.8%) c. Indigenous Peoples: 1% (0.8%) d. Persons with disabilities: 24.3% e. 2SLGBTQIA+: 4-5% <p>The Employment Equity Committee may obtain additional data particularly with respect to d. and e. above. {!}</p>	
2	5.03.4 (a) / Underrepresentation	<p>(a) Representation Thresholds Unless otherwise agreed upon and, in order not to interfere with the Employer's FCP obligations, where the representation percentages are not lower than those for the FCP Equity Groups in the External Availability Data for Canada as a whole, underrepresentation shall be understood to mean fewer employees who identify as belonging to one or more of the Equity Groups than the External Availability Data for Toronto.</p> <p>Informed by this understanding of underrepresentation, the representation thresholds for the FCP Equity Groups current as of March 1, 2021 are as follows: Women: 45.9%</p>	<p>Update to reflect 2021 census, as in 5.03.1. Provide relevant percentages for disabled people.</p>	<p>[July 27, 2023:] (a) Representation Thresholds Unless otherwise agreed upon and, in order not to interfere with the Employer's FCP obligations, where the representation percentages are not lower than those for the FCP Equity Groups in the External Availability Data for Canada as a whole, underrepresentation shall be understood to mean fewer employees who identify as belonging to one or more of the Equity Groups than the External Availability Data for Toronto.</p> <p>Informed by this understanding of underrepresentation, the representation thresholds for the FCP Equity Groups current as of March 1, 2021 {!} are as</p>	

		<p>Racialized: 30.9% Indigenous: 1.4% Representation data for persons with disabilities is not available either for Toronto or nationally.</p>		<p>follows: Women: 45.9% Racialized: 30.9% Indigenous: 1.4% {!} Representation data for persons with disabilities is not available either for Toronto or nationally. Persons with disabilities: ADD DATA {!}</p>	
3	5.0.3.4 (2) Use and Reporting of Data	<p>(2) The Employer will annually report on equity data as follows:</p> <p>(a) By December 1 each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self- identification Representation Data broken down by department and faculty for the most recent consecutive three contract years for which the data is available as of the immediately preceding November 1, per Article 5.03.4(a)(ii).</p> <p>Internal Self-Representation Data will be provided for individual academic units with 10 or more contract faculty members over the reporting period. For academic units with fewer than 10 contract faculty over the reporting period, the University will provide confirmation of whether that unit is below or has met the equity goal of fair representation for Equity Groups. Subject to any contrary recommendation from the Employment Equity Committee that is adopted by the Parties, for academic units with fewer than 10 contract faculty over the reporting period, Self-Representation</p>	<p>Provide salaries in dollar amounts. Calculate employment equity data reports based on both total number of employees who returned the survey and total number of employees in the hiring unit; currently only former is provided.</p>	<p>[July 27, 2023:] (2) The Employer will annually report on equity data as follows:</p> <p>(a) By December 1 each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self- identification Representation Data broken down by department and faculty for the most recent consecutive three contract years for which the data is available as of the immediately preceding November 1, per Article 5.03.4(a)(ii).</p> <p>Internal Self-Representation Data will be provided for individual academic units with 10 or more contract faculty members over the reporting period. For academic units with fewer than 10 contract faculty over the reporting period, the University will provide confirmation of whether that unit is below or has met the equity goal of fair representation for Equity Groups. Subject to any contrary recommendation from the Employment Equity Committee that is adopted by the Parties, for academic units with fewer than 10 contract faculty over</p>	

		<p>Data will be provided for the Faculty as a whole, which serves as the basis for determining underrepresentation in these units per Article 5.04.4(b) below.</p> <p>(b) By December 1 of each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self-Representation data correlated with information including number of positions held, position type, and salaries (in dollars) available as of the immediately preceding November 1, per Article 5.03.1(d).</p>		<p>the reporting period, Self-Representation Data will be provided for the Faculty as a whole, which serves as the basis for determining underrepresentation in these units per Article 5.04.4(b) below.</p> <p>(b) By December 1 of each year, the Employer will provide to the Employment Equity Committee non-confidential Internal Self-Representation data correlated with information including number of positions held, position type, and salaries (in dollars) available as of the immediately preceding November 1, per Article 5.03.1(d).</p> <p><u>(c) By December 1 of each year, the Employer will provide to the Employment Equity Committee an employment equity data report drawing on the non-confidential Internal Self-Representation data which will provide intersectionality totals correlated with information including number of positions held, position type, and salaries (in dollars). All such data will be calculated using both the total number of employees who returned the surveys and the total number of employees in CUPE 3903 Unit 2.</u></p>	
4	<p>Unit 1: 17.06, Unit 2: 17.06, Unit 3: 16.08</p>	<p>PAID MATERNITY LEAVE</p> <p>Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a female employee shall be entitled to paid</p>	<p>Change to trans-inclusive, gender-neutral</p>	<p><i>[July 27, 2023:]</i> PAID MATERNITY PARENTAL LEAVE</p> <p>Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a female</p>	

	PAID MATERNITY PARENTAL LEAVE	maternity leave of up to seventeen thirty-fifths of the period of their Appointment Contract(s). Requests for Maternity Leave will be made as soon as practicable and normally no later than one month before the intended start-date of the leave.	language.	pregnant employee shall be entitled to paid maternity parental leave of up to seventeen thirty-fifths of the period of their Appointment Contract(s). Requests for Maternity Parental Leave will be made as soon as practicable, and normally no later than one month before the intended start-date of the leave.	
5	Unit 1: 17.07, Unit 2: 17.07, Unit 3: 16.09 PAID CARE-GIVER LEAVE	Upon written request, a paid leave of absence of up to twelve thirty-fifths shall be granted to an employee on the occasion of the birth of a child for which s/he is going to accept care-giver responsibility. Where two employees have care-giver responsibility for a new-born child and one is eligible for maternity leave, they may divide the amount of paid maternity and care-giver leave between them.	Change to trans-inclusive, gender-neutral language. Increase length of paid leave to be consistent with Unit 1: 17.06, Unit 2: 17.06, Unit 3: 16.08.	Upon written request, a paid leave of absence of up to twelve seventeen thirty-fifths shall be granted to an employee on the occasion of the birth of a child for which they are s/he is going to accept care-giver responsibility. Where two more than one employees have has care-giver responsibility for a new-born child and one is eligible for maternity parental leave, they may divide the amount of paid maternity parental and care-giver leave between them.	
6	Unit 1: 17.08, Unit 2: 17.08, Unit 3: 16.10 PAID ADOPTION LEAVE	Upon written request indicating the expected date of adoption of an infant (i.e., less than five years old at the time of adoption), the employee who has the principal responsibility for the care of that child shall be entitled to a paid adoption leave, coincident with the adoption of that child, of up to twelve thirty-fifths of the period of their Appointment Contract(s). Where two employees are assuming joint care-giver responsibility for that child, a maximum of twelve	Increase length of paid leave to be consistent with Unit 1: 17.06, Unit 2: 17.06, Unit 3: 16.08.	[July 27, 2023:] Upon written request indicating the expected date of adoption of an infant (i.e., less than five years old at the time of adoption), the employee who has the principal responsibility for the care of that child shall be entitled to a paid adoption leave, coincident with the adoption of that child, of up to twelve seventeen thirty-fifths of the period of their Appointment Contract(s). Where two employees more than one employee are	

		thirty-fifths of paid adoption leave may be shared between them, in which case the portion claimed by each shall be calculated on the Appointment Contract(s) that each holds.		assuming joint care-giver responsibility for that child, a maximum of twelve seventeen thirty-fifths of paid adoption leave may be shared between them, in which case the portion claimed by each shall be calculated on the Appointment Contract(s) that each holds.	
7	Unit 1: 17.09, Unit 2: 17.09 CARE-GIVER LEAVE – TIME OFF	Upon written request, the natural mother shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08.	Change to trans-inclusive, gender-neutral language. Increase length of unpaid leave to achieve total of 52 weeks in combination with Unit 1: 17.07, Unit 2: 17.07 OR Unit 1: 17.08, Unit 2: 17.08.	[July 27, 2023:] Upon written request, the natural mother pregnant parent shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty thirty-five weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08	
8	Unit 3: 16.14 CARE-GIVER LEAVE – TIME OFF	Upon written request, the natural mother shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08.	Change to trans-inclusive, gender-neutral language. Increase length of unpaid leave to achieve	[July 27, 2023:] Upon written request, the natural mother pregnant parent shall be entitled to a leave of up to thirty-five weeks in time off, including the paid portion of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to twenty thirty-five weeks in time off,	

			total of 52 weeks in combination with Unit 3: 16.09 OR Unit 3: 16.10.	including the paid portion of leave specified in Articles 16.09 and 16.10.	
--	--	--	---	--	--