**CUPE 3903 Proposals presented in Nov. 7 bargaining session**

**(Note: the numbers correspond to the proposals’ place in the overall** [**Bargaining Proposals Chart dated Nov. 7**](https://docs.google.com/document/d/15IfOiTx555XF3Ih-oHXnLSH2hDUlJHS3/edit?usp=sharing&ouid=116021274640338694695&rtpof=true&sd=true)**.)**

**Unit 1 Proposals**

* #53–54 Proposals on Fellowship & Offsets
  + Sections of U1 CA: LOA: Additional Funding for Priority Pool Member; LOI 11: Offset
* #63 Proposals on Workload & Minimum Turnaround Time
  + Section of U1 CA: 10.02.4; 10.02.7
* #64 Proposal on Priority Pool & Accepting Awards
  + Section of U1 CA: 12.03
* #65 Proposal on Academic Freedom & Mode of Delivery
  + Section of U1 CA: 14.01
* #66 Proposal on Intellectual Property & "Other Creative Output
  + Section of U1 CA: 15.23

**Units 1 and 2 Proposals**

* #60 U1 10.04.4/ U2 10.04.2 Clarifying Tutor 3 workload, hours, and remuneration
* #59 U1 15.26/ U2 15.28 Proposal on continuation of email and library services
* #62 U1 16.05/ U2 16.05 Proposal on lowering thresholds for marker/grader entitlements
* #61 U1 16.05.3 (ii)/ U2 12.16.5, U1 16.05.3 (iii)/ U2 12.16.6 Proposal on lowering class size caps for Foundations courses: ZN

**All-Units Proposals**

* #22–29 Proposals on benefits
  + Coverage for medical devices
  + Coverage for hearing care
  + Coverage for tests
  + U1 10.14.1/ U2 10.11.1/ U3 10.10 (1) Proposal on automatic enrollment in the dental plan JG (22)
  + U1 10.16.1/ U2 10.13.1/U3 10.10 (2) Proposal on automatic enrollment in the drug and paramedical services plan JG (23)
  + U1 10.17.1/ U2 10.14.1/ U3 10.10 (3) Proposal on automatic enrollment in the vision plan JG (24)
* #6 U1 5.04/ U2 5.04/ U3 5.05 Proposal on a new joint workplace accommodations committee
* #42 U1 15/ U2 15/ U3 27 Proposals on accommodations and a new fund for members experiencing racialized discrimination, harassment, and violence - SP

**Unit 2 Proposals**

* #67 10.01, 10.01.1, 10.01.2, 10.01.3, 10.04.1, 12.24, Appendix ? Proposal on overwork: JT
* #68 10.04.7 Proposal on cancellation payment for Music Tutors
* #69 11.01.3 Clarification of Nursing qualifications language
* #83 LOA on Nursing Clinical Course Director postings proof of practice (POP)
* #70 making the appointments cap a standalone article (affects 12.04.1 (iii), 12.04.1 (iv)(a), 12.04.1 (v), 12.05, and LOU Priority for Racialized and Indigenous Candidates Proposals on appointments relating to equity)
* #61 12.16 Proposal on class-size triggers and limits for Foundations courses
* #71 12.19 Proposal on work history and querying
* #72 12.22 Proposal to extend incumbency on member-designed courses
* #73 15.10 Proposal on credit for participation
* #74 15.13 Proposal on tuition waiver for long-service, low-intensity
* #75 15.15 Proposal on timelines for research leave letters & decisions
* #76 15.16 Proposal on stagnation of research fund
* #77 15.17 Proposal on timelines for conference travel fund
* #78 NEW Letter of Agreement (LOA) on Professional Expense Reimbursement (PER)
* #79 15.22 Proposal on long-service, low intensity tuition waiver for dependent
* #80 15.27 Proposal on switching post-retirement benefits to the regular ASO plan, reducing notice to retire, 15.27 Proposal on continuation of email for retirees
* #81 24.02 Proposal on timelines for Long-Service Teaching Appointments (LSTA) notifications
* #82 Proposal on adding marker/grader entitlements to Offer of Appointment