

Employer Proposal without prejudice
January 17, 2024
Unit 3 – LOU Graduate Assistant Training Fund

The following proposal regarding Letter of Understanding - Graduate Assistant Training Fund is applicable to the Unit 3 collective agreement and will form part of the Employer's Schedule "C" which states:

**Schedule "C" to Memorandum of Settlement for A Renewal Collective Agreement
Other Proposals**

Agreement to all proposals in this Comprehensive Framework, including Schedules "A" and "B", is subject to agreement to all items that **will be** contained in Schedule "C".

**2023-2026 COLLECTIVE AGREEMENT
LETTER OF UNDERSTANDING
GRADUATE ASSISTANT TRAINING FUND**

1. In each of the years September 1, 2024 to August 31, 2025 and September 1, 2025 to August 31, 2026 the University will offer a Graduate Assistant Training ("GAT") Fund that will support the incentivization of research at the University and the provision of high-quality training opportunities in research for graduate students working with a full-time faculty member. The amount available in the GAT Fund in each year will be \$80,000. Up to 40 individual allocations to full-time faculty members who make an application under this fund will be provided per each of the two years noted above, with a value of \$2,000 per allocation.
2. In order to receive GAT Funds a full-time faculty member must:
 - a. Be in receipt of external research funding;
 - b. Commit to hiring a Graduate Assistant to have GAT Funds provisionally identified for their use; and
 - c. Have executed a contract for a Graduate Assistant to receive the GAT Funds.
3. The University will provide CUPE 3903 Unit 3 with a report on GAT Fund allocations by no later than November 1 for the Fall term, March 1 for the Winter term and July 1 for the Summer term, commencing on November 1, 2024.
4. The GAT Fund shall be administered by the Faculty of Graduate Studies and the Faculty Relations Office, which have established a non-competitive equitable process for the distribution of the GAT Fund in accordance with the criteria for receiving funds per Paragraph 2 a, b, and c above.

The allocation process is as follows:

- a. An invitation to apply for the GAT Fund will be issued from the Faculty of Graduate Studies ("FGS") to all full-time faculty members with the advice that the GAT Fund is first come, first serve.

Employer Proposal without prejudice
January 17, 2024
Unit 3 – LOU Graduate Assistant Training Fund

- b. Full-time faculty members will be required to complete an application form and submit the form to FGS.
 - c. FGS will review applications for eligibility.
 - d. Successful applicants shall execute a contract for a Graduate Assistant.
 - e. Following the execution of the contract between the successful applicant and the Graduate Assistant, FGS shall transfer funds to the successful applicant.
5. Where a full-time graduate student is hired as a Graduate Assistant using GAT Fund money provided for through this Letter of Agreement this will be deemed to be employment in connection with financial assistance from the University.
6. In each of the years September 1, 2024 to August 31, 2025 and September 1, 2025 to August 31, 2026 the parties may mutually agree to increase the value of each individual allocation (i.e., above \$2,000) using unspent GAT Funds from:
 - a. the 2020-23 collective agreement (which had a value of \$50,000 as of August 31, 2023); and/or
 - b. the settlement of the Union policy grievance dated October 17, 2023 alleging a violation of Articles 1, 2, 3, 10, 14, the “Letter of Understanding: Graduate Assistant Training Fund”
7. GAT Funds will not be used to offset the cost of a GAship offered as a workplace accommodation.
8. This Letter of Understanding shall be placed in the 2023-26 collective agreement booklet and shall form part of the 2023-26 collective agreement. It will expire with the expiration of the 2023-26 collective agreement and shall be removed from the subsequent renewal collective agreement unless renewed by the parties.

Note: Agreement to this proposed Letter of Understanding is conditional upon the resolution of the Union policy grievance dated October 17, 2023, alleging a violation of Articles 1, 2, 3, 10, 14, the “Letter of Understanding: Graduate Assistant Training Fund”.