Schedule 1: Items on Which We Agree

**March 19, 2024**

(proposals on which there is agreement and that can be signed off)

| **Proposal** | **Description** | **Employer Response** | **Notes** |
| --- | --- | --- | --- |
| **ALL UNITS OR MULTI-UNIT** | | | |
| **Definitions: Definition of a Day** (#120)  U1/U3 Article 1.02  U2 Article 1.03 | Renames Article 1, adds Definitions section, and defines day as “calendar” day | Agreed (not signed off) |  |
| **Printing Collective Agreement** (#58)  U1/U2/U3 Article 4.06 | Amend language to reduce number of printed copies | Agreed (not signed off) | S/O sent  2024-02-23 |
| **EE Underrepresentation** (#4)  U1/U2 Article 5.03.5  U3 Article 5.04.45 | Clarify underrepresentation +  Provide relevant percentages for persons with disabilities. | Agreed (not signed off) | Accepting ER article name |
| **Professional Development Fund** (#35)  U1 Article 15.16  U2 Article 15.19  U3 Article 19 | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **Equity Fund** (#37)  U1 Article 15.22  U2 Article 15.24  U3 Article 25 | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **Pregnancy Leave** (#8)  U1/U2 Article 17.06  U3 Article 16.08 | Change name and wording of article to more gender-inclusive language | Agreed (not signed off) |  |
| **Pregnancy Leave Replacement / Supplemental Benefits** (#116)  U1/U2 Article 17.10 / 17.11  U3 Article 16.17 | Update language from “maternity” to “pregnancy” | Agreed (not signed off) | Supplemental Benefits only for U3 CA |
| **Unpaid Parental Leave** (#11)  U1/U2 Article 17.09  U3 Article 16.14 | Rename article, use inclusive language, and increase leave from 20 to 63 weeks | Agreed (not signed off) |  |
| **Duration of Agreement** (#117)  U1/U2 Article 19.01  U3 Article 17.01 | Updates year of renewal collective agreement | Agreed (not signed off) |  |
| **Tutor 3 Definition** (#62)  U2 Article 10.04.2  U1 Article 10.04.4 | Explicitly limit work to marking/ grading and points to Art. 16 triggers | Explicitly limit work to marking/ grading and points to Art. 16 triggers | Accepting ER language |
| **UNIT 1** | | | |
| **Distinguish between Domestic and International GFA** (#69)  U1 Article 10.12 | Changes to language re: students paying international fees | Agreed (not signed off) |  |
| **Workload** (#67)  Article 10.02 | Course supervisor provides important course dates | Course supervisor provides important course dates | Dropped min 10-day grading |
| **UNIT 2** | | | |
| **Applications** (#77)  U2 Article 12.02.1(iii)–(iv) | Adds CCD “Proof of Practice” principles from 2012 MOS | Agreed (not signed off) |  |
| **Prioritizing Racialized or Indigenous Appointments** (#16)  U2 Article 12.04.1 | Clarifies language prioritizing racialized & Indigenous candidates | Agreed (not signed off) |  |
| **Appointments “Cap”** (#78)  U2 Article 12.05 (12.04.1(v)) | Moves appointments “Cap” to new section of the CA | Agreed (not signed off) | S/O sent 2024-02-07 |
| **Request to Design a Course** (#80)  U2 Article 12.22 | Increase incumbency period from 26 to 48 months | Agreed (not signed off) |  |
| **Experience Credit for Participation** (#81)  U2 Article 15.10 | Add protocol for awarding APE credit for participation | Agreed (not signed off) | U1 proposal dropped |
| **Marker/Grader Entitlements** (#92)  Appendix B: Offer of Appt. | Add note to refer to CA for existing terms of employment | Agreed (not signed off) |  |
| **UNIT 3** | | | |
| **Postings** (#98)  Article 10.01.2 | Include total monetary value of the contract in the posting | Include wages and GIA in posting | Accepting ER language in (iv) |
| **Written Offer of Appointment** (#100)  U3 Article 15.02 | GAship appointment | Agreed (not signed off) |  |
| **Postings** (#99)  U3 Appendix E | Include offer of appointment Letter for GAships | Agreed (not signed off) |  |