2024-03-24 CUPE Proposals on LOU Workplace Accommodations

**March 24, 2024 (3:30 p.m.)**

*CUPE 3903 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 the 2020–2023 Collective Agreement is hereby renewed.*

Agreed-to Language

Employer Proposal

CUPE Proposal

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**Letter of Agreement**

**Discussions regarding Workplace Accommodation – New Employer Counterproposal – February 21, 2024 \*\*CUPE counterproposal March 24, 2:30 p.m.**

The Union and the Employer agree that at each of the ~~November~~ February and May Employee Well-Being – CUPE 3903 Monthly Review meetings, the parties will engage in a discussion the scope of which will include:

1. Data that the Employer provides to CUPE in advance of these meetings; and
2. Discussion and feedback regarding individual CUPE 3903-represented employees’ experience with the accommodation processes under the Disability Support Program, with a view to opportunities for continuous improvement.

~~Two~~ Four weeks in advance of a scheduled meeting, the Employer will provide the union with aggregate data regarding the number of members of the CUPE 3903 bargaining units seeking accommodations on medical/disability and family status grounds and the number of newly ~~medically~~ accommodated employees on medical/disability and family status grounds for the current and past academic year ~~in the CUPE 3903 bargaining units~~, including non-confidential information regarding the nature of the accommodation provided.

Each party may have up to three representatives at these discussions. Such representatives shall normally include Manager, Employee Well-Being (or nearest equivalent position) and Disability Support Specialist(s) on behalf of the Employer and the CUPE 3903 Equity Officer (or nearest equivalent position) on behalf of the Union. If either party wishes to have more than three representatives in attendance, they should seek the agreement of the other party no later than seven days in advance of the meeting.

This Letter of Understanding will expire with the commencement of the renewal collective agreement following the 2023-26 collective agreement unless this Letter of Understanding is renewed by the parties.