CUPE 3903 Proposals 2023–24

**Proposed Proposals Package of March 7, 2024**

Note from the Bargaining Team: The Bargaining Team has been working hard to put together a comprehensive counteroffer to try to restart bargaining. Since our last General Membership Meeting on February 29, 2024, we have streamlined and pared down our proposals package to include only proposals on which we have already had some engagement with the Employer and/or that we judge to be high or medium priority items.

We have dropped or reduced many of our demands, including monetary demands. We have, for instance, dropped demands for increases to some Union funds (those that have comfortable and growing surpluses) and lowered or dropped some of our benefits demands.

The following four proposals’ tables represent the streamlined, reduced proposals package(s) that the Bargaining Team (BT) is recommending to the membership for approval at the Special General Membership Meeting on Thursday, March 7, 2024. Our intention is to send the revised package to the Employer on Friday, March 8, 2024.

At the SGMM, the BT will ask members to approve the package in a series of four omnibus motions, one for each of the following tables (presented in this order):

[TABLE 1: ALL UNITS PROPOSALS](#_ovzrvuf7ehyh)

[TABLE 2: UNIT 1 PROPOSALS](#_hxuiwcnsydnw)

[TABLE 3: UNIT 2 PROPOSALS](#_sfw0x5j2t7i)

[TABLE 4: UNIT 3 PROPOSALS](#_rb1s0v8f06bl)

In the tables below, both colour- and textual-coding are used to indicate whether we have seen any movement from the Employer in response to each of the proposals.

***Guide to colour coding***:

**Red = Denied (NO)**

**Yellow = Movement**

**Green = Agreed**

**White = No Response (NO)**

***Guide to textual coding.***

***The word(s), appearing in brackets and italics in the last line in the first column,***

*{denied/NO}* indicate that the Employer has explicitly rejected our proposal.

*{movement}* indicates that we have seen some movement of the Employer toward the Union’s position.

*{agreed}* indicates that the two parties have reached an agreement on proposed changes to the collective agreement.

*{no response/NO}* indicate that the Employer has not responded to a proposal.

Numbers in parentheses, like this (#67), refer to the number[Bargaining Proposals Chart 2023–26 (Public)](https://docs.google.com/document/d/1XVxF-6PvS6b8BPKZ7DIpeXKn2y4xwMI9b2Ry7QhTLl4/edit?usp=sharing). (Click on the document link to see a side-by-side comparison of the full text of CUPE and Employer proposals.

# TABLE 1: ALL UNITS PROPOSALS

| **All Units Proposal** | **All Units Proposal Description** | **Employer Response** | **ER Justification** |
| --- | --- | --- | --- |
| **Wages**  (#19)  *{movement}* | Increases for both for Bill 124 period, 2020–23, to cover that period’s 15.8% inflation and for the Renewal CA. (Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.)  **Retroactive increase**:   * 2020–21: 4% (5%) * 2021–22: 4% (5%) * 2022–23: 4% (5%)   **Renewal Collective Agreement (CA)**   * 2023–24: 7% * 2024–25: 7% * 2025–26: 5% or CPI increase + * Cost-of-living (CPI) indexation for future wages increases | (Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.)  **Retroactive increase**:   * 2020–21: 0.75% (1.75%) * 2021–22: 0.75% (1.75%) * 2022–23: 2.75% (3.75%)   **Renewal Collective Agreement (CA)**   * 2023–24: 3% * 2024–25: 2.75% * 2025–26: 2.25% |  |
| **Benefits—Paramedical Services**  (#30)  *{no response/NO}* | * Increase per year coverage for paramedical services for members and dependents to $4000 (from $3000) |  |  |
| **Benefits—Paramedical (Internal Cap)**  (#31)  *{no response/NO}* | * Increase cap on individual paramedical services to $2600 (from $2000) |  |  |
| **Benefits—Vision Care**  (#24)  *{no response/NO}* | * Increase vision care coverage to $600 (from $400) every 24 months for members and dependents |  |  |
| **Benefits—Dental**  [NEW] (#29)  *{no response/NO}* | * Add new 50% coverage for orthodontics |  |  |
| **Benefits—Hearing Aids**  [NEW] (#25)  *{no response/NO}* | * Add new coverage for Hearing Aids (up to $3000) |  |  |
| **Benefits—Extension of Benefits**  (#25)  *{no response/NO}* | * Increase extension of vision, dental, and drug and paramedical services benefit to 7 months (from 5) after contract |  |  |
| **Childcare**  U1 Article 15.13  U2 Article 15.12  U3 Article 15.09  (#34)  *{movement}* | * Increase funding on-campus childcare facilities   + Co-op (operating funds) $50,000→$75,000   + Lee Wiggins (op. funds) $50,000→$75,000   + Lee Wigginsn (members’ subsidies) $50,000→$75,000 * Increase union-administered childcare fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. | 1% increase in childcare fund in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **CUPE 3903 Benefits Fund**  U1 Article 15.27  U2 Article 15.30  U3 Article 22  (#38)  *{movement}* | Increase Extended Health Benefits Fund by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6. | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years |  |
| **Ways & Means Funds**  U1 Article 20  U2 Article 20.1  U3 Article 18  (#41)  *{movement}* | * Increase by 30% in 2023-24, 5% in 2024-25, and 5% in 2025-6 * Increase disability accommodations fund from $10,000 to $25,000 | * 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years. * $10,000 from accommodation fund to be put into main fund |  |
| **Fund Protection**  U1 Article 15.24  U2 Article 15.29  U3 Article 21  *{no response/NO}* | Update dates to ensure no diminution of funds during the life of the renewal collective agreements |  |  |
| **Accommodations for members experiencing racial harassment, discrimination, and violence**  [NEW] Article 4.04  (#1)  *{denied/NO}* | Add accommodations and supports (related to work, study, housing, and/or extracurricular activities) for racialized members who experience racial discrimination, harassment, and/or violence | NO.  Letter (not part of CA) from Interim Vice-President Equity, People & Culture pointing Union to existing “multiple initiatives, including but not limited to: the Security Services Review, the Framework and Action Plan on Black Inclusion, and the DEDI Strategy” |  |
| **Support For Members Experiencing Racial Discrimination, Harassment, and Violence Fund**  [NEW] U1 Article 15.30  [NEW] U2 Article 15.32  [NEW] U3 Article 27  *{denied/NO}* | ER contributes $50,000/year to new and ongoing union-administered fund to support racialized members experiencing racial discrimination, harassment, and/or violence. | NO.  Letter (not part of CA) from Interim Vice-President Equity, People & Culture pointing Union to existing “multiple initiatives, including but not limited to: the Security Services Review, the Framework and Action Plan on Black Inclusion, and the DEDI Strategy” |  |
| **Employment Equity (EE) Data**  U1/U2 Article 5.03.4  U3 Article 5.04.4  (#3)  *{movement}* | Require ER to provide data for calculating underrepresentation of EE groups, including intersectionality totals, based on both self-ID surveys and total employees in bargaining unit | Agree to provide intersectionality totals for up to 2 EE groups (not all 5) and calculations based on both self-ID surveys & total bargaining unit employees BUT underrepresentation to be calculated based on self-ID |  |
| **EE Underrepresentation**  U1/U2 Article 5.03.5  U3 Article 5.04.45  (#4)  *{agreed}* | * Clarify the meaning of underrepresentation * Provide relevant percentages for persons with disabilities. | Agreed, except on renaming the article |  |
| **EE Committee (Data)**  Article 5.03.1 (f)  (#2)  *{no response/NO}* | Update data used by the Employment Equity Committee to reflect latest census date (2021) [related to #4] |  |  |
| **EE Representation Thresholds**  [NEW] LoU  (#5)  *{movement}* | Ensure that new Stats Can external availability data released during CA will be used to calculate representation thresholds for EE purposes | Mostly agreed, but not to specific wording on EE Committee using new data to recommend improvements to EE initiatives. |  |
| **Human Rights Code Based Program Extensions**  U1 Article 15.10  U2 Article 15.09  U3 Article 11.06  (#15)  *{denied/NO}* | * Increase program extensions for graduate students who suffer injury or illness from 12 to 24 months * Rename article | * NO to increasing illness/injury extension provision * proposed *eliminating* language on illness/injury extensions * Agreed to renaming article. |  |
|  |  |  |  |
| **Paid Caregiver Leave**  U1/U2 Article 17.07  U3 Article 16.09  (#9)  *{movement}* | Increase length of paid leave after birth of child from 12 to 15 weeks, and make pregnancy leave shareable where there is more than one parent employee | No. Only agree to minor wording change from “two” to “more than one” employee parent. |  |
| **Paid Adoption Leave**  U1/U2 Article 17.08,  U3 Article 16.10  (#10)  *{movement}* | * Increase length of paid leave from 12 to 15 weeks, shareable where there is more than one parent employee, * Use more inclusive language (“pregnancy”, not “materianity”; “two” to “more than one” employee parent) | No. Only agree to more inclusive language |  |
| **Workplace Accommodations**  [NEW] U1/U2 5.04  [NEW] U3 5.06  (#6)  *{movement}* | Empower Employee Well Being–CUPE 3903 Monthly Review committee to review accommodations process under Disability Support Program | Agree in principle, but resists putting the language in the body of CA, instead proposed a Letter of Agreement (needs to be renewed next CA) |  |
| **Workplace Accommodations**  U1/U2 Art. 20.01  U3 Art. 18  (#12)  *{denied/NO}* | Increase funding (withing Ways & Means Fund) for assistive technologies for workplace accommodation from “up to $10,000” to $25,000 | No—instead proposed cutting adding $10,000 into base of Ways & Means Fund | Because ER already has legal requirement to accommodate disabilities, the fund is unnecessary |
| **Grievance Procedure**  Article 6  (#54)  *{movement}* | * Reduce number of steps from 4 to 3 (incl. Informal Resolution, formerly step 1) * Extend time limits for harassment/discrimination grievances | * Agreed to step reduction (originally proposed 2 steps). * Proposed shortening time for Union to file / respond * No to extended time limits for discrim./harass. |  |
| **Arbitration**  Article 7  (#55)  *{movement}* | * Agreed to specify single arbitrator, not board * NO to cutting language of ER conceding grievance if does not respond to arb request in 35 days | * Agreed to specify single arbitrator, not a board * Strike language of ER conceding grievance if does not respond to arb request in 35 days |  |
| **Mediation-Arbitration on U2 Appointment Grievances**  [NEW] LoU  (#56)  *{movement}* | New mediation-arbitration process for appointment grievances. | Agreed to new process on pilot-project basis |  |
| **Executive Service**  U1 Article 15.09.1  U2 Article 15.08.1  U3 Article 11.05.3  (#59)  *{no response/NO}* | Increase the ER’s contribution to Executive honoraria from the equivalent of eight to fourteen course directorships to cover increase in size of executive since this was first negotiated. |  |  |
| **Protection from Technological Change**  U1/U2 Article 10.5  U3 Article 15.08  (#60)  *{no response/NO}* | Enhances protection against technological changes affecting bargaining unit work by providing for training, notice, and joint committee to address |  |  |
| **Mentoring Fund**  [NEW] U1 Article 15.30  [NEW] U2 Article 15.32  [NEW] U3 Article 11.15  (#7)  *{no response/NO}* | Introduce a new mentorship fund of $20,000 per year, to be operated under the aegis of the Union, for the purpose of providing mentoring, professional development opportunities, and other supports, with an emphasis on mentoring members of employment equity groups. |  |  |
| **Pregnancy Leave**  U1/U2 Article 17.06  U3 Article 16.08  (#8)  *{agreed}* | Change name and wording of article (formerly “Maternity Leave”) to more gender-inclusive language | Agreed (not yet signed off) |  |
| **Unpaid Parental Leave**  U1/U2 Article 17.09  U3 Article 16.14  (#11)  *{agreed}* | * Rename article & reword to use more inclusive language (“pregnant employee”, rather than “natural mother”) * Increase leave from 20 to 63 weeks | Agreed (not yet signed off) |  |
| **Professional Development Fund**  U1 Article 15.16  U2 Article 15.19  U3 Article 19  (#35)  *{agreed}* | 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**  U1 Article 15.22  U2 Article 15.24  U3 Article 25  (#37)  *{agreed}* | 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 |  |
| **Printing Collective Agreement**  Article 4.06  (#58)  *{agreed}* | Amend language to reduce number of printed copies | Agreed (not yet signed off) | ER proposed a revision to Appendix E – Offer of Appointment to include link to the collective agreement. |

# TABLE 2: UNIT 1 PROPOSALS

| **Unit 1 Proposal** | **Unit 1 Proposal Description** | **Employer Response** | **ER Justification** |
| --- | --- | --- | --- |
| **Grant-In-Aid**  U1 10.03.1  [U3 10.02]  (#44)  *{movement}* | Increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025).  Grant-In-Aid (GIA)   * **Retroactive increases:**   + 2020-21: 4% (5%)   + 2021-22: 4% (5%)   + 2022-23: 4% (5%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 7%   + 2024-25: 7%   + 2025-26: 5% (indexed to CPI) | Grant-In-Aid (GIA)   * **Retroactive increases:**   + 2020-21: 0% (1%)   + 2021-22: 0% (1%)   + 2022-23: 0% (1%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 3%   + 2024-25: 2.75%   + 2025-26: 2.25% (no indexation) |  |
| **Graduate Financial Assistance (GFA)**  Article 10.12  (#46)  *{denied/NO}* | Proposal to increase Graduate Financial Assistance (GFA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025).  Graduate Financial Assistance (GFA)   * **Retroactive increases:**   + 2020-21: 4% (5%)   + 2021-22: 4% (5%)   + 2022-23: 4% (5%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 7%   + 2024-25: 7%   + 2025-26: 5% (indexed to CPI) | * No response (in terms of proposal but have been told “no” at the table) * **Retroactive increases:**   + 2020-21: 0% (1%)   + 2021-22: 0% (1%)   + 2022-23: 0% (1%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 0%   + 2024-25: 0%   + 2025-26: 0% (no indexation) | University does not consider GFA to be a part of the across-the-board increases being negotiated (despite the fact that GFA has been negotiated in this way in past rounds of bargaining).  University claims that GFA is a matter of graduate funding independent of the employer-employee relationship (despite the fact that holding a contract is a prerequisite for receiving GFA). |
| **York Fellowship**  U1 Letter of Agreement: Additional Funding For Priority Pool Members  (#51)  *{no response/NO}* | * Increase York Fellowship for international students (to $10,000) to offset the high levels of tuition that they pay * Make students in the sixth year of their PhD eligible for the York Fellowship | * No response. | No justification provided. |
| **UHIP Fund**  Article 15.20  [U3 Article 23]  *{movement}* | Increase fund:   * 2023-24: 15% * 2024-25: 2.5% * 2025-26: 2.5% | Increase fund:   * 2023-24: 1% * 2024-25: 1% * 2025-26: 1% |  |
| **UHIP Fund for Visa Students**  Letter of Intent (LOI) 7  [U3 LOI 5]  *{movement}* | Increase fund:   * 2023-24: 15% * 2024-25: 2.5% * 2025-26: 2.5% | Increase fund:   * 2023-24: 1% * 2024-25: 1% * 2025-26: 1% |  |
| **Graduate Student Bursary Fund**  Article 15.14  (#48)  *{movement}* | Increase fund:   * 2023-24: 15% * 2024-25: 2.5% * 2025-26: 2.5% | Increase fund:   * 2023-24: 1% * 2024-25: 1% * 2025-26: 1% |  |
| **Minimum Turnaround Time for Grading**  Article 10.02  (#67)  *{denied/NO}* | * Add minimum turnaround time of 10 days for the grading of assignments * Course supervisor meets with TA as part of workload form discussion and provides important course dates related to administrative deadlines for grading | * Course supervisor meets with TA as part of workload form discussion and provides important course dates related to administrative deadlines for grading | University claims that establishing a minimum turnaround time for grading could cause problems (response has been vague, few details provided). |
| **Tutor 3 Definition**  Article 10.04.4  [U2 Article 10.04.2]  (#62)  *{movement}* | Clarifies Tutor 3 definition to explicitly limit work to marking/ grading and points to Art. 16 marker/grader triggers & hours | Clarifies Tutor 3 definition to explicitly limit work to marking/ grading and points to Art. 16 for terms & conditions of work |  |
| **EE Data on Ticketed Courses**  Article 10.01.3  (#13)  *{movement}* | * Include intersectionality totals for appointees * Fix dates for reporting information to Union to provide it to Equity Officer | * No to intersectionality totals. * Agreed to three fixed dates for reporting EE data on appointees to Equity Officer * Provide data to Equity Officer by specific dates | University claims providing data by multiple employment equity groups would create a breach of privacy. |
| **Experience Credit for Participation**  Article 15.11  [U2 Article 15.10]  (#81)  *{movement}* | Add protocol for the awarding of APE credit for participation as both parties have previously agreed to do in 15.11.4. | Agreed to language for U2 (minor wording variations remain in proposals) but no response yet on U1 language |  |
| **Continuation of Library and Email Services Following Completion of Contract**  Article 15.26  [U2 15.28]  (#61)  *{no response/NO}* | * Continuation of work email services after completion of contract * Increase continuation of library services from 12 months to 36 months after completion of contract | No response. |  |
| **OHRC-Based Extension of Priority Pool Entitlement**  U1 Article 12.03.2  (#14)  *{no response/NO}* | Increase Ontario Human Rights Code based extensions from 1 to 2 years | No response. |  |
| **Class Sizes**  Article 16.05 [U1/U2]  (#64)  *{no response/NO}* | Lowers triggers for marker/grader hours to   * 20 (from 25) for a 1-hour group * 25 (from 30) for a 1.5 or 2-hour group * 35 (from 40) * 20 (from 25) for 1st-year 9-credit foundations courses * 23 (from 28) for 2nd-year 9-credit foundation courses   Lowers foundations class sizes   * 20 (from 25) for 1st-year 9-credit foundations courses * 23 (from 28) for 2nd-year 9-credit foundation courses |  |  |
| **Distinguish between Domestic and International GFA**  Article 10.12  (#69)  *{agreed}* | * Adds heading “Graduate Student Employees Paying International Tuition Fees” * Adds heading “Graduate Student Employees Paying Domestic Tuition Fees” * Replaces “visa students” with “members of the bargaining unit who pay international tuition fees” | * Adds heading “Graduate Student Employees Paying International Tuition Fees” * Adds heading “Graduate Student Employees Paying Domestic Tuition Fees” * Replaces “visa students” with “members of the bargaining unit who pay international tuition fees” |  |

# TABLE 3: UNIT 2 PROPOSALS

| **Unit 2 Proposal** | **Unit 2 Proposal Description** | **Employer Response** | **ER Justification** |
| --- | --- | --- | --- |
| **Job Stability Package** (#73)  **1) Sessional Standing Program (CSSP) Guarantee**  Article 12.01.3  **2) Long Service Teaching Appointment (LSTA)**  Letter of Agreement  **3) Conversions**  Article 23.04 (ii)  **4) Transitional Continuing Appointment (TCA)**  LOA TCA → Article 25 [NEW]  **5) Long Service Reward**  LOA TLSP →Article 26 [NEW]  **6) Special Renewal Contract (SRC)**  Memorandum of Settlement  *{denied/NO}* | 1. **CSSP**—double compensation (when work drops below ⅔ average) to ½ and ¼ 2. **LSTAs**—21 (incl. 7 equity) divided over years 2–3 of CA 3. **Conversions**—10/year 4. **TCA**—made permanent part of CA to assist members to retire 5. **Long Service Reward** (Severance)—make Time-Limited Severance Program (TLSP) permanent 6. **SRCs**—18 during CA | **Job Stability Program (JSP)**   * Entry requires 1.5 over 3 years (w/1.5 in final year) + assessment of quality of teaching file * Entry at 1 FCE for equity candidates * Teaching guarantee of 2.0 FCE (min) – 3.0 FCE (max) * New intensity “cap” of 3.0 for all new member * Gradual transition to 50% of bargaining unit work into program by 2040   *[offer of March 7, 2024 incl. transition year before the beginning of the JSP in which we were get 4 LSTAs & continuation of TLSP; in addition, ER has offered 2 conversions in each of the final 2 years of the CA]* | Bargaining on job stability should continue the work of the Joint Job Stability Committee (JSC) |
| **Post-Retirement Benefits**  Article 15.27  (#88)  *{no response/NO}* | Improve post-retirement benefits language by 1) Switching Post-Retirement Benefits to the regular ASO plan; 2) reducing notice required to one month; 3) providing for continuation of email & library privileges |  |  |
| **Compensation for Restructuring**  [NEW] Article 27  (#92)  *{no response/NO}* | Compensates for work lost due to restructuring at rate of ½ average workload over 5 years for anyone w/min 1 Type 1 over 5 years |  |  |
| **Restructuring of Kinesiology Courses (PKIN→IPAL)**  [NEW] Letter of Understanding  *{no response/NO}* | Deems current PKIN instructors (i.e., have taught w/in last 36 months, or 48 for equity & Affirmative Action Pool members) qualified for new IPAL courses |  |  |
| **IPAL Team Lecturers**  [NEW] Letter of Intent (LoI)  *{denied/NO}* | Classifies IPAL instructors (Kinesiology) as Team Lecturers | No. IPAL instructors continue to be classified as Tutor 2 (type 2). |  |
| **Type 2 Workload**  Article 10.01.1 *[NEW]*  (#74)  *{movement}* | * Limits Type 2 (tutor) workload to 135 hours * minimum 10 day turnaround for grading | * Agrees to Type 2 workload & form * Rejects grading turnaround | Grading turnaround times are the discretion of course director |
| **Applications: Nursing Proof of Practice**  Article 12.02.1(iii)–(v)  (#77)  *{movement}* | Adds to Art. 12.02 (Applications) the Clinical Course Director “Proof of Practice” principles agreed to in 2012 grievance Memorandum of Settlement (incl. 12 grandparented individuals) + leaves’ exception | Amends Article 12.02 APPLICATIONS to clarify proof of practice requirements for CCDs + Agrees to leaves’ exception  No inclusion of 12 named exceptions from 2012 MOS |  |
| **Postings (Nursing)**  Article 11.01.3  (#76)  *{no response/NO}* | Clarifies meaning of “reasonably connected” as falling within a general category of clinical practice. |  |  |
| **Experience Credit for Participation**  Article 15.10  [U1 Article 15.11]  (#81)  *{movement}* | Add protocol for the awarding of APE credit for participation as both parties have previously agreed to do in 15.10.5.  ⅙ FCE for up to 62.5 hours  ⅓ FCE for | Agreed (minor wording variations remain in proposals) for U2 but no response yet for U1 |  |
| **Marker/Grader Entitlements**  Appendix B: Offer of Appt.  (#92)  *{movement}* | Add note to Offer of Appointment letter to highlight existing marker/grader entitlement above 50 students | Add note to refer to CA for existing terms of employment |  |
| **Tutor 3 Definition**  Article 10.04.2  [U1 Article 10.04.4]  (#62)  *{movement}* | Clarifies Tutor 3 definition to explicitly limit work to marking/ grading and points to Art. 16 marker/grader triggers & hours | Clarifies Tutor 3 definition to explicitly limit work to marking/ grading and points to Art. 16 for terms & conditions of work |  |
| **Online PER Balance**  (#86)  Article 15.21  *{movement}* | Add LoA on setting up PER balance online through Passport York account by end of CA | * Increase PER fund to 300,000 (from 275,000) * PER allocations not usable until following year * Inform members of PER allocation annually * LoA to set up online PER balances by end of CA |  |
| **Request to Design a Course**  Article 12.22  (#80)  *{movement}* | Increase the incumbency period for members who designed a new course to 3 times in 48 months (from two in 36 months) | Agreed to 48 months but not increase to number of times. |  |
| **Class Sizes**  Article 16.05 [U1/U2]  (#64)  *{no response/NO}* | Lowers triggers for marker/grader hours to   * 20 (from 25) for a 1-hour group * 25 (from 30) for a 1.5 or 2-hour group * 35 (from 40) * 20 (from 25) for 1st-year 9-credit foundations courses * 23 (from 28) for 2nd-year 9-credit foundation courses   Lowers foundations class sizes   * 20 (from 25) for 1st-year 9-credit foundations courses * 23 (from 28) for 2nd-year 9-credit foundation courses |  |  |
| **Foundations Course Design Positions [class sizes]**  Article 12.16  (#63)  *{no response/NO}* | * Lowers foundations tutorial triggers (for marker/grader help) to 20 (from 25) for 1000-level and 26 (from 28) for 2000-level * Lowers upper class size limits to 23 (from 28) for 1000-level and 28 (from 31) for 2000-level. |  |  |
| **Continuation of Library and Email Services Following Completion of Contract**  Article 15.28  [U1 15.26]  (#61)  *{no response/NO}* | * Continuation of work email services after completion of contract * Increase continuation of library services from 12 months to 36 months after completion of contract |  |  |
| **Prioritizing Racialized or Indigenous Appointments**  Article 12.04.1  (#16)  *{agreed}* | Clarifies existing language prioritizing racialized and Indigenous candidates when qualifications are equal and no one holds incumbency | Agreed (not yet signed off) |  |
| **Appointments “Cap”**  Article 12.04.1(v)  (#78)  *{agreed}* | Moves appointments “Cap” language from Incumbency article to new section of the CA to make more findable (no change to cap) | Agreed (not yet signed off) |  |
| **Appointment Grievances** Article 12.19  (#79)  *{agreed}* | Add appointee’s work history to the information provided in queries (part of appt grievance process) | Agreed (signed off) |  |

# TABLE 4: UNIT 3 PROPOSALS

| **Unit 3 Proposal** | **Unit 3 Proposal Description** | **Employer Response** | **ER Justification** |
| --- | --- | --- | --- |
| **Grant-In-Aid**  U3 10.02  [U1 10.03.1]  (#45)  *{movement}* | Increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025).  Grant-In-Aid (GIA)   * **Retroactive increases:**   + 2020-21: 4% (5%)   + 2021-22: 4% (5%)   + 2022-23: 4% (5%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 7%   + 2024-25: 7%   + 2025-26: 5% (indexed to CPI) | Grant-In-Aid (GIA)   * **Retroactive increases:**   + 2020-21: 0% (1%)   + 2021-22: 0% (1%)   + 2022-23: 0% (1%) * **Renewal Collective Agreement (CA) increase:**   + 2023-24: 3%   + 2024-25: 2.75%   + 2025-26: 2.25% (no indexation) |  |
| **UHIP Fund**  U3 23  [U1 15.20]  *{movement}* | Increase fund:   * 2023-24: 15% * 2024-25: 2.5% * 2025-26: 2.5% | Increase fund:   * 2023-24: 1% * 2024-25: 1% * 2025-26: 1% |  |
| **UHIP Fund for Visa Students**  U3 LOI 5 UHIP Fund for Visa Students  [U1 LOI 7 UHIP Fund for Visa Students]  *{movement}* | Increase fund:   * 2023-24: 15% * 2024-25: 2.5% * 2025-26: 2.5% | Increase fund:   * 2023-24: 1% * 2024-25: 1% * 2025-26: 1% |  |
| **Remuneration**  Article 10.02  (#96)  *{no response/NO}* | Clarification of language |  |  |
| **Postings**  Article 10.03  (#97)  *{no response/NO}* | Prioritize the hiring of MA students as GAs |  |  |
| **Appointment Dates**  Article 15.05  (#101)  *{no response/NO}* | Clarification of language (i.e., half GAship can be assigned over more than one term in an academic year and that a full GAship can be assigned over more than two terms in an academic year) |  |  |
| **GA Bursary Fund**  Article 20  (#102)  *{no response/NO}* | Adding new use for GA bursary fund for members not in the priority pool |  |  |
| **Graduate Assistant Training Fund**  Article 27  (#103)  *{no response/NO}* | To place the GAT Fund in the body of the Collective Agreement |  |  |
| **Letter of Agreement**  Article 27  (#104)  *{movement}* | * Open up the application to all faculty members and course directors for 80 individual allocations * Have two calls for an invitation to apply for the GAT Fund | * 40 individual allocations * $2,000 per allocation * One call for application to principal investigators |  |
| **Memorandum of Settlement**  Mismanagement of funds 2018-23  *{no response/NO}* | * Distribution of $152,300 mismanagement GAT Fund by the Employer over four calls to fully finance 0.5 and 1.0 GAships * $50,000 penalty for mismanagement and misinformation over last two rounds of bargaining |  |  |
| **Postings**  Article 10.03  (#98)  *{agreed}* | Include total monetary value of the contract in the posting | Agreed (not signed off) |  |
| **Postings**  Appendix E  (#99)  *{agreed}* | Include offer of appointment Letter for GAships | Agreed (not signed off) |  |
| **Written Offer of Appointment**  Article 15.02  (#100)  *{agreed}* | GAship appointment | Agreed (not signed off) |  |
| **Executive Service Extension**  Article 11.05.4  (#17)  *{agreed}* | Make U3 extension for CUPE Exec service the same as for U1 (12 months) | Agreed (signed off) |  |