CUPE 3903 Revised Proposals

**March 25, 2024, 6:00 p.m.**

**These are CUPE’s revised proposals from the March 19 Schedules 3 & 4**

*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.*

| **Union Proposal**  | **Description** | **Response** | **Notes** |
| --- | --- | --- | --- |
| **ALL UNITS** |
| **Wages**U1/U2/U3(#19) | 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: **5***~~7~~*%
* 2024–25: **5***~~7~~*%
* 2025–26: 5%
 | (Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.)**Retroactive increase**:* 2020–21: 1.0% (2.00%)
* 2021–22: 1.75% (2.75%)
* 2022–23: 2.75% (3.75%)

**Renewal CA increases:*** 2023–24: 3%
* 2024–25: 2.75%
* 2025–26: 2.25%
 |  |
| **Grant-In-Aid**U1 10.03.1U3 10.02(#44) | Increase Grant-in-Aid (GIA) rates in the same manner and to the same degree as the proposed increases to wages **Retroactive increases:*** + 2020-21: 4% (5%)
	+ 2021-22: 4% (5%)
	+ 2022-23: 4% (5%)

**Renewal CA increase:*** 2023–24: **5***~~7~~*%
* 2024–25: **5***~~7~~*%
* 2025–26: 5%
 | * **Retroactive increases:**
	+ 2020-21: 0% (1%)
	+ 2021-22: 0% (1%)
	+ 2022-23: 0% (1%)
* **Renewal CA increases:**
	+ 2023-24: 3%
	+ 2024-25: 2.75%
	+ 2025-26: 2.25% (no indexation)
 |  |
| **Graduate Financial Assistance (GFA)** (#46)U1 Article 10.12U3 Article 10.08 | 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).**Retroactive increases:*** + 2020-21: 4% (5%)
	+ 2021-22: 4% (5%)
	+ 2022-23: 4% (5%)

**Renewal CA increase:*** 2023–24: 5*~~7~~*%
* 2024–25: 5*~~7~~*%
* 2025–26: 5%
 | No. 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* **Retroactive increases:**
	+ 2020-21: 0% (1%)
	+ 2021-22: 0% (1%)
	+ 2022-23: 0% (1%)
* **Renewal CA increase:**
	+ 2023-24: 0%
	+ 2024-25: 0%
	+ 2025-26: 0% (no indexation)
 |  |
| **Protection from Technological Change** (#60)U1/U2 Article 10.5U3 Article 15.08 | Enhances protection against technological changes affecting bargaining unit work by providing for training, notice, and joint committee to address  |  | Request for feedback |
| **Benefits—ASO Plan** | * Switch Post-Retirement Benefits to the regular ASO plan (U2 Art. 15.27)
* Increase per year coverage for paramedical services for members and dependents to $4000 (from $3000)
* Increase cap on individual paramedical services to $2600 (from $2000)
* Increase vision care coverage to $600 (from $400) every 24 months for members and dependents
* Add new 50% coverage for orthodontics
* Add new coverage for Hearing Aids (up to $3000)
* Increase extension of vision, dental, and drug and paramedical services benefit to 7 months (from 5) after contract
 |  |  |
| **Childcare** (#34)U1 Article 15.13 U2 Article 15.12U3 Article 15.09 | * Increase funding on-campus childcare facilities
	+ Co-op (operating funds) $50,000→$~~75,000~~ **$65,000**
	+ Lee Wiggins (operating funds) $50,000→$~~75,000~~ **$65,000**
	+ Lee Wiggins (members’ subsidies) $50,000~~→$75,000~~ **~~$65,000~~**
* Increase union-administered childcare fund by ~~30~~**10**% 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 | Union countered, March 25. Dropping increase to members’ subsidies |
| **CUPE 3903 Benefits Fund** (#38)U1 Article 15.27U2 Article 15.30 U3 Article 22 | Increase Extended Health Benefits Fund **to $500,000** ~~by 30%~~ in 2023-24, **to $525,000** ~~5% in~~ 2024-25, and **to $550,000** ~~5% in~~ 2025-6. | 1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years | Union countered, March 25. Expressing increases in dollar amounts. Dropping increase per year  |
| **Ways & Means Funds** (#41)U1 Article 20U2 Article 20.1 U3 Article 18 | * 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
 |  |
| **Mentoring Fund** (#7)[NEW] U1 Article 15.30[NEW] U2 Article 15.32[NEW] U3 Article 11.15 | Introduce a new mentorship fund of $~~20,000~~***10,000*** 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. |  | Union countered, Mar 24: decrease to $10,000 |
| **UHIP Fund**U1 Article 15.20U3 Article 23 | Increase fund: * *~~2023-24: 10%~~*
* *~~2024-25: 2.5%~~*
* *~~2025-26: 2.5%~~*
* **2023-24: $95,000**
* **2024-25: $95,000**
* **2025-26: $95,000**
 | Increase fund:* 2023-24: 1%
* 2024-25: 1%
* 2025-26: 1%
 | Wait on ER |
| **Accommodations for members experiencing racial harassment, discrimination, and violence** (#1)[NEW] Article 4.04 | 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 | 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” |  |
| **Executive Service** (#59)U1 Article 15.09.1U2 Article 15.08.1U3 Article 11.05.3 | 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. |  |  |
| **Paid Caregiver Leave** (#9)U1/U2 Article 17.07 U3 Article 16.09 | 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 to increase length
* Agree to minor wording change from “two” to “more than one” parent
 |  |
| **Paid Adoption Leave** (#10)U1/U2 Article 17.08,U3 Article 16.10 | * Increase length of paid leave from 12 to 15 weeks, shareable among more than one parent employee,
* Use inclusive language (“pregnancy”, not “maternity”; “two” to “more than one” parent)
 | * No to increase length
* Agree to more inclusive language
 |  |
| **Workplace Accommodations** (#12)U1/U2 Art. 20.01 U3 Art. 18 | Increase funding (within 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 FundFund unnecessary;ER already has legal obligation to accommodate  |  |
| **Continuation of Library and Email Services Following Completion of Contract** (#61)U2 Article 15.28U1 15.26 | * Continuation of work email services after completion of contract
* Increase continuation of library services from 12 months to 36 months after completion of contract
 |  | Request for feedback |
| **Human Rights Code Based Program Extensions**U1 Article 15.10 U2 Article 15.09U3 Article 11.06 | * 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
 | Union to come back to  |
| **UNIT 1** |
| **OHRC-Based Extension of Priority Pool Entitlement** (#14)U1 Article 12.03.2 | Increase Ontario Human Rights Code based extensions from 1 to 2 years |  |  |
| **York Fellowship** (#51)U1 Letter of Agreement: Additional Funding For Priority Pool Members | * Increase York Fellowship for international students (to $10,000) to offset high levels of tuition they pay
* Make students in the sixth year of their PhD eligible for the York Fellowship
 | * No response.
 |  |
| **Graduate Student Bursary Fund** (#48)Article 15.14 | Increase fund:* *~~2023-24: 10%~~*
* *~~2024-25: 2.5%~~*
* *~~2025-26: 2.5%~~*
* **2023-24: $245,000**
* **2024-25: $245,000**
* **2025-26: $245,000**
 | Increase fund:* 2023-24: 1%
* 2024-25: 1%
* 2025-26: 1%
 | Union countered, March 25. Expressing increases in dollar amounts. Dropping increase per year  |
| **EE Data on Ticketed Courses** (#13)Article 10.01.3  | * Include intersectionality totals for appointees
* Fix dates for reporting information to Union to provide it to Equity Officer
 | * No to intersectionality totals— providing data by multiple EE groups creates privacy breach
* Agreed to three fixed dates for reporting EE data on appointees to Equity Officer
* Provide data to Equity Officer by specific dates
 |  |
| **UNIT 2** |
| **Job Stability** (#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 | **Job Stability Package**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

ER: Bargaining on job stability should continue the work of the Joint Job Stability Committee (JSC)*[offer of March 7, 2024 included transition year before the beginning of the JSP in which Union would get 4 LSTAs & continuation of TLSP; in addition, ER offered 2 conversions in each of the final 2 years of the CA]* |  |
| **Compensation for Restructuring** (#92)U2 [NEW] Article 27 | 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)**U2 [NEW] Letter of Understanding | 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**U2 [NEW] Letter of Intent (LoI) | Classifies IPAL instructors (Kinesiology) as Team Lecturers | No. IPAL instructors continue to be classified as Tutor 2 (type 2). |  |
| **Post-Retirement Benefits** (#88)U2 Article 15.27 | Improve post-retirement benefits language by providing for continuation of email & library privileges  |  |  |
| **Postings (Nursing)** (#76)U2 Article 11.01.3 | Clarifies meaning of “reasonably connected” as falling within a general category of clinical practice. |  |  |
| **UNIT 3** |
| **Funding commitment for priority pool members** (#97)Article 10.10 | Clarification of language |  | Union countered, March 25 |
| **Letter of Agreement: Graduate Assistant Training Fund** (#104) | * Open up the application to all faculty members and course directors for 80 individual allocations, **covering 80% of the full cost of hiring the selected Graduate Assistant**
* 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
 | Union countered, March 25 |