

CUPE 3903 Revised Proposals

April 4, 2024

Key to changes:

CUPE changes in the March 25 comprehensive package relative to previous passes

CUPE changes in the April 3 comprehensive package relative to March 25

~~Deletions in the April 3 comprehensive package relative to March 25~~

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: <ul style="list-style-type: none"> 2020–21: 3.25% (4.25) 4% (5%) 2021–22: 3.5% (4.5) 4% (5%) 2022–23: 3.75% (4.75) 4% (5%) Renewal Collective Agreement (CA) <ul style="list-style-type: none"> 2023–24: 4.75% 5% 2024–25: 4.0% 5% 2025–26: 3.75% 5% 	(Retro increases listed as % above existing 1%/year and, in parentheses, incl. existing 1%.) Retroactive increase: <ul style="list-style-type: none"> 2020–21: 1.0% (2.00%) 2021–22: 1.75% (2.75%) 2022–23: 2.75% (3.75%) Renewal CA increases: <ul style="list-style-type: none"> 2023–24: 3% 2024–25: 2.75% 2025–26: 2.25% 	
Grant-In-Aid U1 10.03.1 U3 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 increase: <ul style="list-style-type: none"> 2020–21: 3.25% (4.25) 4% (5%) 2021–22: 3.5% (4.5) 4% (5%) 2022–23: 3.75% (4.75) 4% (5%) Renewal Collective Agreement (CA) <ul style="list-style-type: none"> 2023–24: 4.75% 5% 2024–25: 4.0% 5% 2025–26: 3.75% 5% 	<ul style="list-style-type: none"> ● Retroactive increases: <ul style="list-style-type: none"> ○ 2020–21: 0% (1%) ○ 2021–22: 0% (1%) ○ 2022–23: 0% (1%) ● Renewal CA increases: <ul style="list-style-type: none"> ○ 2023–24: 3% ○ 2024–25: 2.75% ○ 2025–26: 2.25% (no indexation) 	
Graduate Financial Assistance (GFA) (#46) U1 Article 10.12 U3 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).	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 <ul style="list-style-type: none"> ● Retroactive increases: 	

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	<p>Retroactive increase:</p> <ul style="list-style-type: none"> 2020–21: 3.25% (4.25) 4% (5%) 2021–22: 3.5% (4.5) 4% (5%) 2022–23: 3.75% (4.75) 4% (5%) <p>Renewal Collective Agreement (CA)</p> <ul style="list-style-type: none"> 2023–24: 4.75% 5% 2024–25: 4.0% 5% 2025–26: 3.75% 5% 	<ul style="list-style-type: none"> 2020-21: 0% (1%) 2021-22: 0% (1%) 2022-23: 0% (1%) ● Renewal CA increase: <ul style="list-style-type: none"> 2023-24: 0% 2024-25: 0% 2025-26: 0% (no indexation) 	
<p>Protection from Technological Change (#60) U1/U2 Article 10.5 U3 Article 15.08</p>	<p>Enhances protection against technological changes affecting bargaining unit work by providing for training, notice, and joint committee to address</p>		<p>Request for feedback</p>
<p>Benefits—ASO Plan</p>	<ul style="list-style-type: none"> 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 		
<p>Childcare (#34) U1 Article 15.13 U2 Article 15.12 U3 Article 15.09</p>	<ul style="list-style-type: none"> Increase funding on-campus childcare facilities <ul style="list-style-type: none"> Co-op (operating funds) \$50,000→increase to \$65,000 Lee Wiggins (operating funds) \$50,000→increase to \$65,000 No increase to Lee Wiggins members' subsidies \$50,000 Increase union-administered childcare fund by 10% in 2023-24, 5% in 2024-25, and 5% in 2025-6. 	<p>1% increase in childcare fund in each of the 2023-24, 2024-25, and 2025-26 contract years</p>	<p>Union countered, March 25. Dropping increase to members' subsidies</p>
<p>CUPE 3903 Benefits Fund (#38) U1 Article 15.27 U2 Article 15.30 U3 Article 22</p>	<p>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.</p>	<p>1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years</p>	<p>Union countered, March 25. Expressing increases in dollar amounts. Dropping increase per year</p>

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Ways & Means Funds (#41) U1 Article 20 U2 Article 20.1 U3 Article 18	<ul style="list-style-type: none"> Increase to \$300,000 by 30% in 2023-24, \$315,000-5% in 2024-25, and \$330,000 5% in 2025-6 Increase disability accommodations fund from \$10,000 to \$25,000 	<ul style="list-style-type: none"> 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 (ER already has legal obligation to accommodate disabilities) 	Union counter Apr 3: numbers not %, decrease year 1 demand
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 15.20 U3 Article 23	Increase fund: <ul style="list-style-type: none"> 2023-24: \$95,000 2024-25: \$95,000 2025-26: \$95,000 	Increase fund: <ul style="list-style-type: none"> 2023-24: 1% 2024-25: 1% 2025-26: 1% 	
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 15.09.1 U2 Article 15.08.1 U3 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	<ul style="list-style-type: none"> No to increase length Agree to minor wording change from “two” to “more than one” parent 	

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Paid Adoption Leave (#10) U1/U2 Article 17.08, U3 Article 16.10	<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> No to increase length Agree to more inclusive language 	
Continuation of Library and Email Services Following Completion of Contract (#61) U2 Article 15.28 U1 15.26	<ul style="list-style-type: none"> 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
Workplace Accommodations [NEW] U1/U2 Article 5.04 [NEW] U3 Article 5.06	Empower Employee Well Being–CUPE 3903 Monthly Review committee to review accommodations process under Disability Support Program	Agrees in principle, but instead of including language in the body of CA, proposes a Letter of Agreement (needs to be renewed next CA)	Union countered; no response as of 25/3 am
Human Rights Code Based Program Extensions U1 Article 15.10 U2 Article 15.09 U3 Article 11.06	<ul style="list-style-type: none"> Increase program extensions for graduate students who suffer injury or illness from 12 to 24 months Rename article 	<ul style="list-style-type: none"> NO to increasing illness/injury extension provision proposed <i>eliminating</i> 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	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> No response. 	
Graduate Student Bursary Fund (#48) Article 15.14	Increase fund: <ul style="list-style-type: none"> 2023-24: \$245,000 2024-25: \$245,000 2025-26: \$245,000 	Increase fund: <ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Include intersectionality totals for 	<ul style="list-style-type: none"> No to intersectionality totals— 	

Union Proposal	Description	Response	Notes
Ticketed Courses (#13) Article 10.01.3	appointees <ul style="list-style-type: none"> Fix dates for reporting information to Union to provide it to Equity Officer 	providing data by multiple EE groups creates privacy breach <ul style="list-style-type: none"> 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) <u>Article 24.07</u> , 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 $\frac{2}{3}$ average) to $\frac{1}{2}$ and $\frac{1}{4}$ 2) LSTAs — <u>revised LSTA language that makes permanent program at 6 per year of CA with half for equity candidates (based on existing equity language for conversions in 2020–23 CA) 24 (incl. 7 equity) divided over years 2–3 of CA</u> 3) Conversions — <u>6 per year of CA with half for equity candidates (based on existing equity language for conversions in 2020–23 CA) 40/year</u> 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 <u>with half for equity candidates (based on existing equity language for conversions in 2020–23 CA)</u>	Job Stability Program (JSP) <ul style="list-style-type: none"> 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) <i>[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]</i>	
Compensation for Restructuring (#92) U2 [NEW] Article 27	<u>Compensates Revised proposal to compensate</u> for work lost due to restructuring at rate of $\frac{1}{2}$ 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		

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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)	<ul style="list-style-type: none"> Open up the application to all faculty members and course directors for 60 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 	<ul style="list-style-type: none"> 40 individual allocations \$2,000 per allocation One call for application to principal investigators 	Union countered, March 25