

The complete and concise proposal package

CUPE 3903
April 8, 2012

Below is the complete proposal package still being negotiated (union proposals presented to the Employer in conciliation); in most cases the proposals below represent a concise explanation of individual proposals (they are often much lengthier). In a couple of cases, we have grouped them together because they share a common aim. **Text that is shaded green** is where the union and the Employer have reached agreement. **Yellow text** indicates where significant progress has been made. Some agreed changes that are editorial or minor have not been included. The table does not include the significant movement the union has made up until now to reach a settlement (that is, it does not include the history of proposal revision, which is the actual process of negotiation).

Unit 1: Full Time Graduate Students (predominantly, but not exclusively Ph.D students) employed in Teaching, Demonstrating, Marking, or Tutoring

Unit 2: Contract Faculty employed in Teaching, Demonstrating, Tutoring, or Marking, who are not full time Graduate Students

Unit 3: Full-Time Graduate Students (predominantly, but not exclusively Master's students) employed in administrative, clerical, or research work.

Unit	3903 proposals as of April 5	Employer response pre strike mandate vote	Employer response post strike mandate vote (since March 16)
All	2% wage increase per year. An average of about 3.5% per year or 11% over a three year Collective Agreement.	1% wage increase. About 0.8% total compensation increase a year.	2% wage increase. Total compensation increase about 2.5% per year.
All	Increase extended benefits fund by \$25,000 per year of contract.	No	50,000 total increase to fund.
All	Paramedical benefits amounts transferable to any benefit, and expand counseling services, and add orthodontics, and acupuncture.	No	Expand counseling and increase cap on benefits from \$500 to \$2000.
1, 2	Automatic enrolment in pension plan for those eligible; better reporting on the plan to members; union consent required for amendments to plan provisions.	No	No
2	Gradually increase post-retiree benefits fund from \$42,000 to a \$100,000 by third year of the agreement. Increase per retiree cap from \$1,500 to \$3,000.	No	Increase post-retirement benefits to \$84,000; Keep member cap \$1,500.
All	Job postings shall have a statement demonstrating York's commitment to employment equity	Postings will include equity web link.	Postings shall contain the statement.
All	An employment equity plan that would require data collection, workshops and trainings for administrative staff, and transparent and consistent hiring practices.	No	Mandatory training for administrative staff; no other proposals agreed.
All	Accommodation Procedure for employees that would prevent and remove barriers and provide accommodation.	No	No
All	Acknowledge that discrimination and harassment may require the separation of the parties.	No	Yes
All	A harassment and discrimination investigation procedure consistent with the protections for faculty.	No	We are close to agreement.

Unit	3903 proposals as of April 5	Employer response pre strike mandate vote	Employer response post strike mandate vote (since March 16)
All	Bilingual sign language Interpreter services for duties related to an employee's employment or student status.	No	No
All	24 hour access to an accessible and appropriately furnished office with adequate seating and desk space.	No	No
All	Employer obliged to inform members of rights under the AODA to an accessible workplace.	No	No
All	The relocation of union offices or facilities shall be negotiated with the union.	No	No
All	Employees will remain on departmental listserves for at least one year after their last contract.	No	Agreed for U1, U2
All	Increase on-campus child care subsidy funds by \$20,000; Add off-campus child care fund.	No	Increase to on campus childcare only.
All	Increase the professional development fund by \$50,000 in third year	No	Increase the PDF by \$25,000 a year.
All	Increase the Trans fund by \$10,000 to \$20,000	No	Agreed
All	Index additional funds to membership growth so they grow with the membership	No	Index Ways and Means Fund
All	An Accessibility fund of \$10,000 to accommodate employees with a disability.	No	No
All	Improve compassionate leave (where an employee must attend to a seriously ill family member) by two weeks.	No	No
1	Increase the Graduate Student Bursary fund from \$185,000 to \$217,000	No	Increase to \$225,000
1	Increase Ph.D Completion Fund from \$100,000 to \$120,000	No	No
1, 3	Include U3 in the Research Costs fund and increase it by \$60,000	No	Increase by \$40,000 and include U3.
1, 3	Increase fund that covers UHIP costs for members and their spouses and dependents from \$77,000 to \$100,000	No	No
2	Increase the number of Research Leaves to a total of four.	No	No
2	Increase the Research Grants Fund by 20% from \$165,000 to \$198,000.	No	Increase to \$190,000
2	Increase the Conference Travel Fund by 20% from \$85,000 to \$102,000.	No	Increase to \$100,000
2	Increase the Professional Expense Reimbursement for Contract Faculty.	No	No
2	A PhD completion fund of \$75,000 to assist members in completing their PhDs.	No	No
All	Increase all wages by 2% in each year of the CA	1% per year	2% per year
All	A financial penalty to the Employer if significant numbers of employees are not paid on time.	No	No
1,3	Offset language that prevents the Employer from reducing an employee's funding by the negotiated wage increase.	No	We are very close to agreement.
1, 2	Language that provides the number of hours of our work for EI purposes.	No	480 hours for a CD equivalent position.
1, 2	Equal qualifications for the same position in each Unit; better reporting of posting changes and stronger language on appropriate qualifications for postings.	No	Better reporting of posting changes, but no agreement on other proposals.
2	End exemption where the Employer can bypass the contract in contract faculty hires.	No	No

Unit	3903 proposals as of April 5	Employer response pre strike mandate vote	Employer response post strike mandate vote (since March 16)
2	Ensure the Employer enforces the existing 5.5 course directorship cap.	The employee responsible.	Agreed
2	An official and publicly posted seniority list in all departments for contract faculty.	No	No
2	A monetary penalty paid to the employee for late appointments to discourage them.	No	No
2	A formula that provides 2 conversions (appointments that move eligible employees into tenure stream (permanent) positions for every 10 faculty hires.	The Employer reserved on this.	1,1,1, and then 2,2,1 (less than we have ever had)
2	The 7 existing Long Service Teaching Appointments (LSTAs) per year would be renewable and have better pay for a reduced workload.	The Employer reserved on this.	Accepted principle of renewability but disagreement on its implementation.
2	Language to prevent the Employer from decimating our work by hiring the maximum number of YUFA excludee and CUPE excludees in the same department.	No	No
2	If the university introduce full time Teaching Appointments, positions shall be hired from contract faculty and the union will be involved in negotiations.	No	No
2	Employees having worked two consecutive years shall be entitled them to work equivalent to their average, should the amount of work be available.	No	No
2	Prevent York from rejecting employees for tenure track hires solely by virtue of completing graduate school at York.	No	No
2	Protection for Glendon French contract faculty who lose work as a result of the restructuring of French instruction.	No	No
1, 3	Clarification of graduate student eligibility for an extra year of funded student status to make up lost time if they served on the union Executive.	No	Yes for U1 only
All	The Employer responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.	No	No
All	New grievance language that penalizes the Employer for failing to meet the timelines in the same way that the union is currently penalized if we don't meet timelines.	No	No
1, 3	An increased tuition rebate for international students. An increased tuition rebate for graduate students who have completed coursework (ie a post residency fee proposal).	No	Small rebate for international students. A smaller rebate increase for others.
3	A letter shall be sent to non-unionized research assistants, explaining how to challenge their exclusion from the Union, should the exclusion be an error.	No	No
3	Provide a statement clearly itemizing graduate assistant remuneration in each monthly pay cheque.	Agreed	
3	A minimum guarantee of funding in Unit 3 of \$9,000 plus \$2,000 in the Summer. (Equivalent to what many Unit 3 members receive already.)	No	Increase Summer funding from \$850 to \$1,000. GA hours shall not be less than 135.
3	Equal ability to petition on the basis of disability (as in U1)	No	No

Unit	3903 proposals as of April 5	Employer response pre strike mandate vote	Employer response post strike mandate vote (since March 16)
3	Equivalent language for U3 regarding the terms on which leaves are taken.	Agreed to some proposals	Agreed to more proposals
3	Improve workload form and tighter timelines on its completion by the supervisor.	No	Agreed
3	Unit 3 access to long term disability (already available in Unit 1 and Unit 2.)	No	No
3	Equal access to the maternity leave provision in the four months after a contract (as in U1 and U2).	No	No
3	Stronger grievance and discipline language in Unit 3 consistent with other units.	Agreed to some proposals	Agreed to more proposals
1, 2	Student appointments in the Writing Department shall not be less than 50 minutes (the current dept standard).	No	No
1, 2	A fund of \$450,000 for new work that would enable undergraduates to access smaller class sizes. Students could petition departments to utilize the fund.	No	No

