Unit 1

Part Time Employment for Full Time Graduate Students in Teaching, Demonstrating, Tutoring or Marking

University Proposals to update the Collective Agreement

As offered at the Union’s 2018 Strike Deadline

• Increase salary rates in 10.4.1 and authorized replacement rates in 15.04.1 by 2.1% effective September 1, 2017, by 2.2% September 1, 2018 and then by 2.3% September 1, 2019;

• Increase supplementary graduate assistance in an amount equivalent to 2.1% effective September 1, 2017, by 2.2% September 1, 2018 and then by 2.3% September 1, 2019;

• Increase Graduate Financial Assistance rates in 10.12 by an amount equivalent to an increase of 2.1% effective September 1, 2017 by 2.2% September 1 2018 and then by 2.3% September 1, 2019;

• Those who have five or more cumulative years of service will receive vacation pay of 6%;

• Increase Campus childcare subsidies from $40,000 to $50,000 per year;

• Increase general Childcare fund from $200,000 to $260,000 per year;

• Increase Extended Health Benefit fund from $180,000 to $220,000 per year;

• Language for provision of benefit enrolment form and booklets;

• Parking cost reimbursement for employees assigned duties off-site;

• Provide Employee and Family Assistance Program benefit;

• New six week paid domestic or sexual violence leave;

• Increase the Union Ways and Means Fund from $74,245 to $85,000 per year;

• Increase Trans fund from $30,000 to $40,000 per year;
• Amend language on summer hiring process as proposed by union;

• Funding language that provides guaranteed summer funding and incorporates the York Fellowship when used to satisfy the minimum guarantee and provides priority access for PhDs to TA assignments;

• Commitment to notify the seniority value on each posting;

• Creation of a Committee to address nursing practicum course issues;

• Union office space on Glendon campus;

• Commitment to maintain an online system for job postings and to archive postings;

• Sexual violence training and voluntary enhanced training;

• Nursing / breastpumping space on campus and online promotion of same;

• Equity preference in hiring of Course Directors;

• Identification of LGBTQ as a fifth employment equity group;

• Distribute the new Course Directors tickets equally by faculty;

• Consultation and presentation meeting with new Vice President on equity issues;

• Define underrepresentation for equity purposes and define mechanics for equity hiring by unit;

• Expand the scope of grounds under which extensions of priority pool entitlement may be sought and granted;

• Expand the scope of grounds under which academic extensions may be sought and granted;

• Accommodation procedure with union involvement and timelines;

• Create pilot project for ASL video relay;

• Commitment to provide link to CUPE website in offer of admission to graduate program;

• Continuation of email and library services access for twelve (12) months following completion of contact;
• New Letter of Intent committing to tuition offset funding;

• Increase the Research Costs Fund from $100,000 to $110,000 per year;

• Increase the Tuition Costs Fund from $10,000 to $12,500 per year;

• Increase the Professional Development Fund from $125,000 to $150,000 per year;

• Increase the paid time available to the Union for Joint Health and Safety activities by 45 Tutor 1 hours;

• Commit to additional paid training at union run Health and Safety courses;

The tabled proposal also maintains the following University proposals;

• Increase the number of available graduate student course director opportunities from 40 to 60

  OR Alternatively

  Allow this issue to go to Interest Arbitration for resolution;

• Remove the current contractual right of an employee to refuse to conduct email communication.