Unit 3
Part Time Employment for Full Time Graduate Students in Administrative, Clerical and Research work (save for academic activities for their studies)
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 2016-17 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%;
- Create a Graduate Assistant Training Fund that provides $60,000 per year in financial incentives for the hiring of graduate assistants in research roles;
- 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;
• Union office space on Glendon campus;
• New Letter of Intent committing to tuition offset funding;
• Update funding language to align with Unit 1 revisions;
• 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;
• Identification of LGBTQ as a fifth employment equity group;
• 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 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;
• 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 proposal;

• Remove the contractual right to decline technology use.