

## **Summary of Unit 1 Memorandum of Settlement to Conclude the Strike**

### ***Two New Proposals and Resolution of Outstanding Matters through Interest Arbitration***

The CUPE 3903 Unit 1 Memorandum of Settlement to resolve the strike includes two new proposals, in addition to the already agreed upon changes to the collective agreement:

- A sexual violence survivor fund to be administered by CUPE 3903 in consultation with the University's Sexual Violence Response Office (SVRO)
- A clear definition of the awards that may be offset against the York Fellowship in the collective agreement

All outstanding matters will be referred to interest arbitration, including issues involved in the two new proposals if CUPE 3903 elects this option rather than agreeing to the new proposals.

### ***Immediate Financial Benefit***

If accepted and ratified, the Memorandum of Settlement provides the following immediate benefit

- An immediate implementation of a 2.1% increase, including a payment of that increase retroactive to September 1, 2017, in all wage rates, Graduate Financial Assistance and Supplementary Financial Assistance

### ***Guaranteed Minimum Amount of Back Pay for Remediation***

The Memorandum of Settlement further provides a guaranteed minimum amount of back pay of 85%, with the possibility of up to 100%, of total compensation for the Winter Term for remediation to complete courses under the proposed Back-to-Work Protocol.