

## **Summary of Unit 3 Memorandum of Settlement to Conclude the Strike**

### ***New Proposal and Resolution of Outstanding Matters through Interest Arbitration***

The CUPE 3903 Unit 3 Memorandum of Settlement offers Consensual Interest Arbitration, a back to work protocol and includes a new proposal for union consideration. It also incorporates all of the already negotiated and agreed upon changes to the collective agreement. The new proposal is:

- A sexual violence survivor fund to be administered by CUPE 3903 in consultation with the University's Sexual Violence Response Office (SVRO)

All outstanding matters will be referred to interest arbitration, including the issue of a sexual violence survivor fund if CUPE 3903 elects this option rather than agreeing to the new proposal.

### ***Immediate Benefits***

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 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.