

Improvements and Changes to the Units 1, 2, 3 Collective Agreements, 2023–26

Summary Chart of Memoranda of Settlement reached on April 14, 2024

Proposal	Description	Notes												
ALL UNITS/MULTI-UNIT														
All Units—Remuneration														
Salary U1/U2/U3	Retroactive increase: <ul style="list-style-type: none">2020–21: 1.0% (2.0%)2021–22: 2.0% (3.0%)2022–23: 3.0% (4.0%) Renewal Collective Agreement (CA) <ul style="list-style-type: none">2023–24: 3.1%2024–25: 2.85%2025–26: 2.85% Total Increase: 14.8% (17.8%) Cumulative Incr.: 15.7% (19.2%)	(Retro increases as % above existing 1%/year and, in parentheses , incl. 1%/year)												
Grant-In-Aid U1 10.03.1 U3 10.02	Retroactive increase: <ul style="list-style-type: none">2020–21: 1.0% (2.0%)2021–22: 2.0% (3.0%)2022–23: 3.0% (4.0%) Renewal Collective Agreement (CA) <ul style="list-style-type: none">2023–24: 3.1%2024–25: 2.85%2025–26: 2.85% Total Increase: 14.8% (17.8%) Cumulative Incr.: 15.7% (19.2%)	(Retro increases as % above existing 1%/year and, in parentheses , incl. 1%/year)												
Graduate Financial Assistance (GFA) U1 Article 10.12 U3 Article 10.08	<div>Grad students paying international fees (2020-23 CA amounts):</div> <table><tr><td>Effective Date</td><td>New GFA Rate</td></tr><tr><td>September 1, 2022</td><td>\$1409 1194 (year 1 in Priority Pool)</td></tr><tr><td></td><td>\$1680 1494 (2+ years of PP)</td></tr></table> <div>Grad students paying domestic fees:</div> <table><tr><td>Effective Date</td><td>New GFA Rate</td></tr><tr><td>September 1, 2022</td><td>\$844 715 (year 1 in PP)</td></tr><tr><td></td><td>\$1057 896 (2+ years of PP)</td></tr></table>	Effective Date	New GFA Rate	September 1, 2022	\$1409 1194 (year 1 in Priority Pool)		\$1680 1494 (2+ years of PP)	Effective Date	New GFA Rate	September 1, 2022	\$844 715 (year 1 in PP)		\$1057 896 (2+ years of PP)	An immediate 18% increase to the four GFA rates (effective September 1, 2024), i.e., higher than the ATB wage increases.
Effective Date	New GFA Rate													
September 1, 2022	\$1409 1194 (year 1 in Priority Pool)													
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All Units—Funds														
Executive Service U1 Article 15.09.1 U2 Article 15.08.1 U3 Article 11.05.3	Increase the ER’s contribution to Executive honoraria from eight to <u>ten</u> course directorships													
Childcare Fund U1 Article 15.13 U2 Article 15.12 U3 Article 15.09	<ul style="list-style-type: none">Increase funding on-campus childcare facilities<ul style="list-style-type: none">Co-op \$60,000 50,000Lee Wiggins (operating) \$60,000 50,0003% Increase union-administered childcare fund to													

Proposal	Description	Notes
	<u>\$270,557</u> in 2023, <u>\$273,262</u> in 2024, and <u>\$275,995</u> in 2025	
Professional Development Fund U1 Article 15.16 U2 Article 15.19 U3 Article 19	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
Equity Fund U1 Article 15.22 U2 Article 15.24 U3 Article 25	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
CUPE 3903 Benefits Fund U1 Article 15.27 U2 Article 15.30 U3 Article 22	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
Ways & Means Funds U1 Article 20 U2 Article 20.1 U3 Article 18	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
All Units—Equity		
Equity—Funds		
Support Fund For Members Experiencing Racial Discrimination, Harassment, and Violence [NEW] U1 Article 15.30 [NEW] U2 Article 15.32 [NEW] U3 Article 27	New union-administered fund of \$25,000 /year to support racialized members experiencing racial discrimination, harassment, and/or violence.	
Mentoring Fund [NEW] U1 Article 15.31 [NEW] U2 Article 15.33 [NEW] U3 Article 11.15	New union-administered fund of \$10,000 /year to provide mentoring, professional development, and other supports, especially for employment equity groups.	
Equity—Parental Leaves		
Paid Caregiver Leave U1/U2 Article 17.07 U3 Article 16.09	Increases length of paid leave after birth of child from 12 to 15 weeks, and make pregnancy leave shareable where there is more than one parent employee	
Paid Adoption Leave U1/U2 Article 17.08, U3 Article 16.10	Increases length of paid leave from 12 to 15 weeks, shareable among more than one parent employee, and uses more inclusive language (changes “maternity” to “pregnancy,” “two” to “more than one” parent)	
Unpaid Parental Leave U1/U2 Article 17.09 U3 Article 16.14	Rename article, use inclusive language, and increase leave from 20 to 63 weeks	
Equity—Use of Employment Equity Data		
Use and Reporting of Data U1/U2 Article 5.03.4	Adds Employer requirement to provide Employment Equity Self-Representation data that shows	

Proposal	Description	Notes
U3 Article 5.04.4	intersectionality totals (up to 2 groups) and based on both total employees in bargaining unit and number who completed EE survey (latter used for calculating whether Employer meets EE thresholds)	
Underrepresentation U1/U2 Article 5.03.5 U3 Article 5.04.45	Clarify underrepresentation thresholds + Provide relevant percentages for persons with disabilities.	
Underrepresentation Thresholds Letter of Understanding	Employer agrees to update relevant Underrepresentation articles of CA with the latest census data released by Statistics Canada	
Equity—Workplace Accommodations		
Resources for Persons with Disabilities U1 Article 15.01.3 U2 Article 15.01.8	Clarifies language of disability accommodations required for fulfillment of work duties	
Workplace Accommodations [NEW] U1/U2/U3 Letter of Agreement	Empowers the Employee Well-Being—CUPE 3903 Monthly Review committee to review accommodations process under Disability Support Program	
Equity—Inclusive Language		
Code Based Extension Requests U1 Article 15.10 U2 Article 15.09 U3 Article 11.06	Renames article and updates language	
Pregnancy Leave U1/U2 Article 17.06 U3 Article 16.08	Changes name and wording of article to more gender-inclusive language	
Pregnancy Leave Replacement U2 Article 17.10	Update language from “maternity” to “pregnancy”	
Supplemental Benefits U1 Article 17.10 U2 Article 17.11 U3 Article 16.17	Update language from “maternity” to “pregnancy”	
All Units—Union/Member Rights		
Discrimination and Harassment U1/U2/U3 Article 4	Updates and clarifies some of the language.	
Labour/Management Committees U1/U2/U3 Article 5.01	Clarifies the composition of the Labour/Management Committee, including staff reps and notice for guests	Signed off 2024-02-06
Grievance Procedure U1/U2/U3 Article 6	Streamlines grievance procedure from 4 to 2 steps (plus informal resolution) to speed resolution	
Arbitration U1/U2/U3 Article 7	Updates and clarifies some of the language, including removing option to use a board of arbitrators	
Discipline U1/U2/U3 Article 8	Updates and clarifies some of the language.	
Appointment Information	Amends to include work history of an appointee in the	

Proposal	Description	Notes
U1 Article 12.04.1 U2 Article 12.19	information provided when an appointment is queried	
UNIT 1		
U1—Terms and Conditions of Work		
Workload Article 10.02	Requires course supervisor to provides important course dates at beginning of contract	
Tutor 3 Definition U1 Article 10.04.4 U2 Article 10.04.2	Explicitly limits work to marking/grading and points to Art. 16 class-size triggers	
Offer of Appointment U1/ U2 Appendix B	Adds to template letter an online link to the CA and a note to refer to it for terms and conditions of employment	
U1—Funds		
UHIP Fund U1 Article 15.20 U3 Article 23	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
Graduate Student Bursary Fund Article 15.14	Increase fund to \$227,250 \$234,136 September 1, 2023; \$229,523 \$236,478 September 1, 2024, and \$231,818 \$238,842 September 1, 202225.	
Graduate Student Bursary Fund U1/U3 Letter of Agreement	Transfer \$10,543.96 from U3 GA Bursary Fund to U1 Graduate Student Bursary Fund over 3 years: \$863.82 September 1, 2023; \$3,522.46 September 1, 2024; \$6,157.68 September 1, 2025	
UNIT 2		
U2—Terms and Conditions of Work		
Workload [NEW] Article 10.01.1–10.01.2	Adds Type 2 workload language to limit hours to 135 for each Type 2 appointment (same as U1 TAs) and adds new workload form (Appendix M)	
Type 2 Workload Form [NEW] Appendix M	New workload form for 10.01.1–10.01.2, modelled on Unit 1 workload form	
Tutor 3 Definition U1 Article 10.04.4 U2 Article 10.04.2	Explicitly limits work to marking/grading and points to Art. 16 class-size triggers	
Offer of Appointment U1/ U2 Appendix B	Adds to template letter an online link to the CA and a note to refer to it for terms and conditions of employment	
U2—Postings, Applications, and Appointments		
Applications Article 12.02.1(iii)–(iv)	Adds Nursing Clinical Course Director “Proof of Practice” principles agreed to in 2012 MoS	
Prioritizing Racialized or Indigenous Appointments Article 12.04.1	Clarifies language prioritizing racialized & Indigenous candidates	

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Appointment Information Article 12.19	Adds appointee's work history to the information provided in queries (of appointments)	Signed off 2023-12-20
Request to Design a Course Article 12.22	Increase incumbency period from 26 to 48 months	
U2—Participation		
Experience Credit for Participation [NEW] Article 15.10	Add process for awarding APE credit (seniority) for participation in university and faculty committees, including Senate: ½ FCE for 20–65 hour, ⅓ FCE for 65+ hours of works; verified & added yearly	
U2—Job Stability		
Long Service Teaching Appointment (LSTA) Article 24.07	<ul style="list-style-type: none"> 6 per year in 2024-25, 2025-26 with half of appointments prioritizing racialized/equity candidates Extra 6 LSTAs if CA ratified by April 19 	
Conversions Article 23.04 (ii)	<ul style="list-style-type: none"> 2 per year in 2024-25, 2025-26 with half of appointments prioritizing racialized/equity candidates Extra 2 if CA ratified by April 19 	
U2—Retirement / Severance / Restructuring		
Post-Retirement Benefits U2 Article 15.27–28	<ul style="list-style-type: none"> Increase annual healthcare spending account to \$2200 2000 in 2025 	
Feasibility of Email and Library Services for Retirees Letter of Understanding	Employer to report explore feasibility of ongoing email and library services for retirees and then report to Labour-Management Committee by June 30, 2025	
Severance U2 Letter of Understanding	Limits detrimental effect of leaves of absence on severance eligibility	Signed off 2024-02-02
Time-Limited Severance Program (TLSP) Letter of Agreement	Renewal of one-time severance package of 100% of best of last 5 years for retiring members with 30 years of service, application deadline 31 October 2024.	
Severance Program for Contract Faculty with PKIN Assignments [NEW] Letter of Agreement	Provides optional severance for PKIN instructors with 10+ years of service who are displaced by restructuring of courses in new IPAL program—payment up to 75% of best year, application deadline July 15, 2024.	
UNIT 3		
U3—Postings, Applications, and Appointments		
Postings Article 10.01.2	Include total monetary value of the contract in job postings	
Written Offer of Appointment Article 15.02	Requires hiring unit to send GAs a written offer of appointment & contract	
Postings [NEW] Appendix E	New template for Offer of Appointment Letter for GAships (see 15.02 above)	
U3—Funds		

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UHIP Fund U1 Article 15.20 U3 Article 23	1% increase in each of the 2023-24, 2024-25, and 2025-26 contract years	
Graduate Assistant Training Fund Letter of Agreement	40 individual allocations of \$4,000 \$2,000 each and parties will come together to discuss the use of any remaining funds once per CA year.	
Graduate Student Bursary Fund U1/U3 Letter of Agreement	Transfer \$10,543.96 from U3 GA Bursary Fund to U1 Graduate Student Bursary Fund over 3 years: \$863.82 September 1, 2023; \$3,522.46 September 1, 2024; \$6,157.68 September 1, 2025	
U3—Executive Service Extension		
Executive Service Extension Article 11.05.4	Makes U3 extension for CUPE Exec service the same as for U1 and U2—12 months	Signed off 2024-02-02
Housekeeping Changes / Updating CAs — All Units		
Definitions: Definition of a Day [NEW] U1/U3 Article 1.02 [NEW] U2 Article 1.03	Renames Article 1, adds Definitions section, and defines day as “calendar” day, unless otherwise specified	
Printing Collective Agreement U1/U2/U3 Article 4.06	Amends language to reduce number of printed copies	
Vacation Pay U1 Article 10.09 U2 Article 10.08 U3 Article 10.04	Revises language to eliminate option to get all vacation pay as lump sum at end of contract	
Appointments (Applications) U1 Article 12.01.4 U2 Article 12.02.2	Modernizes language to account for electronic submission of applications and return of receipt of application	
Offers of Appointment U1 Article 12.07.1 U2 Article 12.13.1	Modernizes language to reflect fact that offers are now sent and returned electronically	
[Electronic Postings] U1/U2 Letter of Intent #1	Modernizes language, replacing postings on bulletin boards with electronic postings	
Duration of Agreement U1/U2 Article 19.01 U3 Article 17.01	Updates years of renewal collective agreement	