CUPE 3902-07: Tentative Agreement - Summary Chart

Read the full Tentative Agreement here: memberlink.unionware.com/CUPE3902/.

Wages

Year	Full GAship Value	Hourly Rate	Percent Increase		Difference (hourly)
Sept 1, 2023	13,382.37	55.76			
Sept 1, 2024	14,586.79	60.78	9.00%	1,204.41	5.02
Sept 1, 2025	14,878.52	61.99	2.00%	291.74	1.22
Sept 1, 2026	15,146.34	63.11	1.80%	267.81	1.12

^{*}All wages include an additional 4% vacation pay.

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		CURRENT (Collective Agreement 2022–24)	Tentative Agreement			
Funding Calculation	Funding Calculation (Max amount of TA work that's part of your funding package)	\$10,140 (+4%)	<u>\$9,640 (+4%)</u>			
Financial Assistance Fund	Employee Financial Assistance Fund (EFAF)	September 2021: \$46,335 September 2022: \$46,798 September 2023: \$47,366	September 2024: \$48,684 September 2025: \$50,145 September 2026: \$51,649			
GAship Eligibility and Hiring	Appointments for external scholarship winners	None	Recipients of major scholarship winners are eligible for 60-hour GAships.			
	Group B eligibility	Students enrolled in a full-time doctoral program for the first five (5) years of their program.	Students enrolled in a full-time doctoral program for the first six (6) years of their program.			
	Group B and Summer Hiring Practices	None	Establish a working group to review and make recommendations to establish Group B and Summer GA hiring practices.			
Workload and Grievances	Grievance: Complaint Stage	None	Establishment of an optional complaint stage in the grievance process. Extend the time limit in which members can file a grievance. Remove supervisors from the Grievance process.			
	Workload Review	None	New optional hours tracking form / timesheet provided by OISE Members may initiate a workload review if the work may exceed the hours within the GAship.			
	Work Duties	The employee and supervisor have a "mutual responsibility" for outlining	GA supervisors must provide a list of duties and deliverables for GAships, in			

		duties.	writing, within 10 days of starting your GAship. Supervisors must provide a description of the position including relevant deadlines, deliverables, and priorities.
<u>Discipline</u>	Authority to discipline	Supervisors can issue discipline.	Discipline can only be issued by Chair or designate.
<u>Leaves</u>	Employment Training	First-appointment training has 15 minutes for the Union to speak about your rights and benefits.	First-appointment training must happen twice a year and has 30 minutes for the Union to speak about your rights and benefits.
	Bereavement Leave	Eligible for death within the member's family.	Expanded eligibility to members whose death has an "impact comparable to that of the immediate family."
	Sick Leave	Expectation for GAs to perform work while on sick leave.	GAs are not expected to perform work while sick.
	Performance Reviews	None	A second performance review is required if your first is unsatisfactory. Expanded period of time in which to view your employee file.
	Extended Pregnancy and Parental / Adoption Leave	None	Members are entitled to up to four (4) months regular wages beyond the end of your contract.
Equity and Inclusion	Protections against caste discrimination (Article 4)	None	Include caste as a protected category.
	Workplace Harassment and Violence Investigations	None	The University will assess and implement measures to protect bargaining unit members who bring forward allegations of workplace violence and harassment, including sexual violence and harassment, against supervisors. Measures may include modifying workflows or removing the supervisor, and the University will assess whether these or other measures are necessary in order to protect other members depending on the situation
	No reprisals	None	No reprisals for members who file grievances including harassment grievances.
Misc	Department Meetings	None	Employees in the bargaining unit shall be included in Departmental meetings that are open to all staff and faculty.
	Joint Health and Safety Reps	Members between contracts cannot serve as JHSC Representatives	Members between contracts, with a future contract or guaranteed future work can serve as JHSC Representatives.