

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 (total)	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.

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

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