

For Information Only
York University – CUPE 3903 Units 1, 2 and 3
Collective Bargaining
University Compensation Survey – Feb 02, 2024

Purpose of Document: In the context of current negotiations with CUPE 3903, the University has surveyed the Ontario university sector to obtain information on Instructor and Teaching Assistant pay rates and benefits at other institutions, so that both parties may consider this information in making further proposals.

Using Ontario University Sector Data, York University has provided below comparative data regarding:

- A. Per course Instructors (“Instructors”) – Pay Rates**
- B. Instructors – Extended Health Plans (“Benefits”)**
- C. Teaching Assistants (“TAs”) - Pay Rates**
- D. TAs - Extended Health Plans (“Benefits”)**

Instructors (survey of 19 Universities – see list below*)

A. Comparison of standard per course Instructor pay rates¹

1. The standard per course salary rate for Instructors in the CUPE 3903 Unit 2 bargaining unit is the highest among the minimum standard per course rates in the Ontario sector.
2. The gap between the standard per course rate in the CUPE 3903 Unit 2 collective agreement and the maximum standard per course rates at those other universities which are currently higher is significantly narrowed or eliminated with the projected salary increases at York based on the University's salary proposal to CUPE 3903 on October 27, 2023.
3. The standard per course salary rate at York University (in the CUPE 3903 Unit 2 collective agreement) is the fourth highest among the maximum standard per course rates in the survey. Universities with higher maximum standard per course rates include Lakehead University (LUFA), Queen's University (QUFA), University of Ottawa (APTPUO) and the University of Toronto (CUPE 3902 Unit 3). Multiple years of service/accrual of seniority are required to reach the maximum salary rates in the surveyed collective agreements.

¹ The standard course rate excludes “elevated” rates for any programs at the surveyed universities that require a separate application or initiation process from the general application process for individual course assignments and distinct eligibility criteria for entry into the program, including performance considerations

B. Comparison of Instructor benefit plans

1. York University is one of five Ontario universities that provide Instructors with access to a comprehensive benefit plan (University of Ottawa, York University, Toronto Metropolitan University, Queen's University, and the University of Windsor).
2. York University is the only Employer in the sector to provide Instructors with an employer paid and administered comprehensive extended healthcare, dental care, and vision care group benefits plan with individual and family coverage provided from the start of the very first contract regardless of the nature of the assignment.
3. For one of the other four universities, University of Ottawa, for which a comprehensive benefit plan is provided, premiums are employee paid. Employees in this bargaining unit may earn "credit" toward the cost of the premium based on their volume of teaching in the previous contract year.
4. In the case of three of the four other universities that make available a comprehensive benefit plan for Instructors (Toronto Metropolitan University, Queen's University, and University of Windsor), a minimum teaching intensity of 2.0 or 3.0 FCEs over an academic year (the former at Queen's and University of Windsor and the latter at TMU) and, in one instance, a contract of no less than two years, are required to be eligible to enrol in the Benefit plan.
5. Instructors at Lakehead University (LUFA, level II and level III contract faculty) and at University of Toronto (CUPE 3902 Unit 3) have access to a healthcare spending account and the University's EAP as the full extent of available benefits.
6. Instructors at Algoma University (PSAC 615) and Ontario Tech University (PSAC 555) are provided access to the University's EAP as the full extent of the available benefits.
7. Instructors at four universities are provided a payment in lieu of benefits (Laurentian University, OCAD University, Western University, and Wilfrid Laurier University).
8. Four bargaining units representing Instructors administer a Fund for the purpose of healthcare for which the University makes annual payments: Brock University (CUPE 4207 Unit 1); Carleton University (CUPE 4600 Unit 2); McMaster University (CUPE 3906 Unit 2); and University of the Guelph (CUPE 3913 Unit 2).

Graduate Student TAs (survey of 17 Universities – see list below[^])

C. Comparison of TA salary/payment rates

1. The pay rate for Tutor 1 work assignments that make up a teaching assistantship at York University ranks fifth among Graduate TA bargaining units in the province until Grant in Aid (as per the collective agreement) is included, which makes the full hourly pay rate of a TA position at York significantly higher than the full hourly pay rate for a TA position at all other Ontario universities.

2. To illustrate the observation in paragraph C1 above, the hourly TA pay rate for the Graduate Student TA bargaining unit that is second to York's in 2022-23, is \$52.23 for doctoral student employees at Laurentian University (CUPE 5011), in comparison with an hourly rate of \$60.71 at York University with Grant-in-Aid included.

D. Comparison of TA Benefit Plans

1. York University is the only Employer in the sector to provide an employer paid comprehensive extended healthcare, dental care and vision care group benefits plan with individual and family coverage provided to Graduate Student TAs from the start of the very first contract regardless of the nature of the assignment.
2. Graduate Student TAs at the University the Toronto (CUPE 3902 Unit 1) have access to a "top up" or supplementary benefit plan ("Plan A"), which requires the employee to be enrolled in the University's graduate student benefit plan (or equivalent), and a healthcare spending account.
3. For Graduate Student TAs at Lakehead University (CUPE 3905), the University covers 95% of the premium cost of vision care and 80% of the cost for dental care for individual coverage under the University's supplemental benefit plan, with the premium for family coverage being employee paid.
4. For Graduate Student Teaching Assistants at Trent University (CUPE 3908 Unit 2) and the University of Windsor (CUPE 4580), the University contributes toward the cost of premiums for the graduate student association/society benefit plan.
5. For the vast preponderance of union-represented Graduate Student TAs surveyed across Ontario, the University contributes toward a benefits fund administered in most cases by the union.

Appendix A

Lists of Ontario Universities and Locals Included in Surveys for Comparison of Per-Course Instructor and Graduate Student TA Pay Rates and Benefits

A. Universities and Locals surveyed for comparison of per-course instructor salary rates and benefits

1. Algoma University (PSAC 685)
2. Brock University (CUPE 4207 Unit 1)
3. Carleton University (CUPE 4600 Unit 2)
4. Lakehead University (Lakehead University Faculty Association)
5. Laurentian University (Laurentian University Faculty Association)
6. McMaster University (CUPE 3906 Unit 2)
7. Nipissing University (Nipissing University Faculty Association – Contract Academic Staff Bargaining Unit)
8. Ontario College of Art and Design University (Ontario College of Art and Design University Faculty Association)
9. Ontario Tech University (PSAC 555)
10. Queen's University (Queen's University Faculty Association)
11. Toronto Metropolitan University (CUPE 3904 Unit 1)
12. Trent University (CUPE 3908 Unit 1)
13. University of Guelph (CUPE 3913 Unit 2)
14. University of Ottawa (Association of Part Time Professors at the University of Ottawa)
15. University of Toronto (CUPE 3902 Unit 3)
16. University of Windsor (University of Windsor Faculty Association)
17. Western University (University of Western Ontario Faculty Association)
18. Wilfred Laurier University (Wilfred Laurier Faculty Association – Contract Teaching Faculty)
19. York University (CUPE 3903 Unit 2)

B. Universities and Locals surveyed for comparison of Graduate Student TA pay rates and benefits

1. Brock University (CUPE 4207 Unit 1)
2. Carleton University (CUPE 4600 Unit 1)
3. Lakehead University (CUPE 3905)
4. Laurentian University (CUPE 5011)
5. McMaster University (CUPE 3906 Unit 1)
6. Ontario College of Art and Design University (Ontario College of Art and Design University Faculty Association)
7. Ontario Tech University (PSAC 555)
8. Queen's University (PSAC 901 Unit 1)
9. Toronto Metropolitan University (CUPE 3904 Unit 3)
10. Trent University (CUPE 3908 Unit 2)
11. University of Guelph (CUPE 3913 Unit 1)
12. University of Ottawa (CUPE 2626)
13. University of Toronto (CUPE 3902 Unit 1)
14. University of Windsor (CUPE 4580)
15. Western University (PSAC 610)
16. Wilfred Laurier University (PSAC 902)
17. York University (CUPE 3903 Unit 1)