

CUPE 3902-04 PROPOSALS

red = denied, yellow = movement, green = agreed, gray = withdrawn

Union Proposal	Union Proposal Description	University Response	University Justification
No Discrimination (Article 4)	Updating language on protected groups, processes on sexual violence grievances, and adding no reprisal language. Remotivated “identity and expression” as a protected category.	In agreement with all except some protected groups. In agreement.	
Information about HCSA (Article 7)	Letters of Offer include information about your health care plan. Increase the letter from the Union from 1-2 pages (where we can include info about your health plan and rights).	Denied. In agreement.	USMC has an intranet that will be online soon.
Union Representation (Article 10)	Updated language to reflect current procedures.	In agreement.	
Academic Freedom (Article 11)	Strengthen academic freedom language to protect members’ research (non-teaching) work.	No Response.	
Progressive Discipline (Article 12)	Adding steps for progressive discipline and clearer procedures.	No Response.	
Grievance Procedure (Article 13)	Adding an optional complaint stage and improving timelines for filing grievances.	In agreement.	
Arbitrators (Article 14)	Updating list of arbitrators and procedures when dates are cancelled.	In agreement.	

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Appointments (Article 15)	Notify successful applicants within 1 month of submitting an application. Clarifying duties of TAs with a DDAH form. Add review of hours for TAs at least once per contract. Job security for Writing Instructors.	No response on most, some discussion on TA hiring criteria and on CI hiring criteria.	
Training (Article 17)	Have once per term, new hire orientation for members, with 30 mins for the Union to speak. USMC holds a meeting twice a year for bargaining unit members where the Union may speak for 30 mins.	Denied. Counter Proposal: USMC holds an annual meeting for bargaining unit members where the Union may speak. In agreement.	
Employee Evaluations (Article 18)	Adding formative performance evaluations. Ensuring that student evaluations aren't the sole determining factor in discipline.	In agreement.	
Leaves (Article 19)	Updating processes of short-term leaves to match other units (esp.pregnancy leave, bereavement leave, sick leave, domestic and sexual violence leave, serious illness leave)	In agreement with all leaves except serious illness leave.	
Wages (Article 21)	Increase TA wages by 9%, 2%, 1.8%. Increase CI, WI, and WEI wages by 6%, 5%, 5% per year. Each CI and WI gets \$750 per year for prep time.	No Response.	
General Office Facilities (Article 24)	Have access to offices for course prep. Have access to libraries for 8 months after the end of your contract. \$200 per year for expenses relating to teaching.	Have access to offices for course prep. Have access to libraries for 8 4 months after the end of your contract. \$200 per year for expenses relating to teaching.	

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		In agreement.	
Health and Safety (Article 25)	Clarify language of JHSC appointment terms for reps between contracts. No loss of pay or forced change of delivery modes on campus closure days	In agreement.	
Advancement (Appendix A)	Advancement eligibility to CI2 starts after 3 years of work; teaching work at other comparable universities may be considered for CI2 advancement; members can propose 2 days for classroom observation.	No Response.	
Meetings (Article XX)	Members have access to Program, Senate, and Collegium Meetings of the College	Open to having members present at Collegium and Senate meetings, no written counter-proposal presented.	
Professional Development (Article XY)	Members have \$500 per year for PD expenses.	Denied.	No funds for this.
Severance (Article XZ)	Add severance language when contracts are terminated.	Denied.	Can't afford it.
Information Technology Committee (Article ZZ)	Creation of a joint committee to establish politics regarding technology (AI, surveillance, privacy etc.)	Denied.	Not feasible as UofT controls most IT at USMC.
LOI: Electronic Monitoring and Surveillance	No recordings of employees on the clock for random surveillance, audits, or assessing discipline.	Working on it.	
LOI: Public Transit Subsidy	Members have access to transit discounts if UofT has a transit discount program for its employees.	Denied.	No appetite from USMC of UofT to reach an agreement.
LOU: CI3 Advancements	Creation of a CI3 advancement process.	In agreement.	

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Schedule X: Extended Pregnancy and Parental/Adoption Leave Benefits	Continued benefits/wages if a member goes on pregnancy and/or Parental/Adoption Leave.	In agreement.	
Housekeeping Management Rights (Article 3)	Updating language on how the employer enforces the Collective Agreement.	In agreement.	
Union Security (Article 6)	Updating address.	In agreement.	
Correspondence (Article 8)	Updating positions.	In agreement.	