

A fair, responsible and sustainable offer

The University outlines the key elements of its settlement offer to CUPE 3903

Addressing the concerns of long-term contract faculty - job security and retiree benefits

A new, ongoing category of full-time faculty appointments for Unit 2 contract faculty

- 10 new full-time (YUFA) Teaching Stream appointments over a 3-year collective agreement
- Teaching and service-focused
- Salary, teaching load and professional expense reimbursement commensurate with teaching and service focus
- Appointment to an initial 5-year contract based on quality of the application file and department need
- Continuing non-tenured appointment upon a successful review by the Department and the Dean.

CUPE 3903's Special Renewable Contracts proposal requires 67 new teaching-based appointments under the YUFA collective agreement made solely on the basis of seniority with near-automatic renewal until retirement and a salary, teaching load and professional expense reimbursement commensurate with professorial tenure-stream faculty but with no research responsibilities.

New post-retirement benefits program

- Annual \$1500 healthcare spending accounts equivalent to CUPE 1356 and IUOE agreement provisions

Other major components of the University's offer

- 9.25% wage increase over three years
 - 3% for 2008/09
 - 3.25% for 2009/10
 - 3% for 2010/11
- Continuation of tuition protection over a three-year collective agreement
- Increases to selected funds ranging from 5% to 12% in the first year of the collective agreement including:
 - UHIP fund increased to provide 100% coverage for eligible employees (Units 1 & 3)
 - Childcare Subsidies
 - Professional Development Fund
 - PhD Completion Fund (Unit 1)
 - Graduate Student Bursary Fund (Unit 1)
 - Conference Travel Fund (Units 1 & 2)
 - GA Bursary Fund (Unit 3)
- Indexation of selected funds to accommodate future growth in Union membership including:
 - Childcare subsidies, Professional Development Fund
 - Graduate Student Bursary Fund, Research Cost Fund, Masters Bursary Fund, Ph D Completion Fund (Unit 1)
 - Research Grants Fund, Conference Travel Fund, Teaching Development Fund (Unit 2)
 - GA Bursary Fund (Unit 3)
- Benefit improvements
 - Indexed paramedical services in place of a capped fund including licensed:
 - Chiropractors, massage therapists, naturopaths, physiotherapists, podiatrists and psychologists
 - Dental and vision care
- Improvements to leaves
 - Paid Caregiver leave, Paid Adoption leave, Compassionate leave
 - Parity between Units 1 & 3
 - Selected Unit 1 leaves added to Unit 3 agreement including Sick leave, Conference leave and Emergency leave

The University believes that this offer totaling 10% over 3 years represents a fair, responsible and sustainable offer for settlement to all CUPE 3903 members.