

## Highlights of CUPE Local 3903's Bargaining Proposals

November 17, 2008

### A. Total Cost of Union Proposals

Total Cost of Wages and Benefits under Collective Agreements in 2007-08	Total Proposed Increase in Cost in 2008-09	Percentage Increase	Total Proposed Increase in Cost in 2009-10	Percentage Increase	Percentage increase over two year agreement
\$62,548,652	\$23,070,642	36.88%	\$2,890,016	4.62%	41.5%

### B. Selected Union Proposals

#### **Compensation**

- Increase in wage rates of **7%** in year 1 and a minimum of **4%** in year 2 and every year thereafter
- Increase minimum guaranteed funding for Teaching Assistants (Unit 1) from \$17,071 to \$23,009 or by **34%** in year 1 and by a minimum of **4%** in year 2 and every year thereafter; the estimated increase in cost is **\$4.3 million** in year 1 and a further **\$330,000** in year 2 and every year thereafter
- Provide new minimum guaranteed funding for Graduate Assistants (Unit 3), effectively increasing cost of a Graduate Assistantship from \$8,717 to \$14,000 or by **60%** in year 1 and by a minimum of **4%** in year 2 and every year thereafter; the estimated cost beginning in year 1 is **\$2.5 million**
- Pay 1.5 times the regular tutor 1 rate for cases in which a tutorial leader (Unit 1 or 2) is assigned a ½ tutorial in a 3 credit course or 1 tutorial in a 6 credit course for an increased cost of **\$540,000** in year 1 and a further **\$65,000** in year 2
- Increase in Graduate Financial Assistance for visa and domestic students (ranging from a **53.8%** increase for domestic students in their second year of study and onward to a **105.6%** increase for visa students in their second year of study and onward) for a total cost of approximately **\$887,000** in year 1 and onwards
- Increase in Professional Expense Reimbursement for Unit 2 members from annual maximum allocation of \$200,000.00 based on \$325.00 per course to an uncapped allocation of **\$450 per course** in year 1 and **\$470 per course** in year 2 for an estimated increase in cost of approximately **\$450,000** over two years
- Increase Collective Agreement Funds, with most indexed for growth in Union membership; the estimated cost of the fund proposals is **\$1.5 million** annually, which does not include the cost of indexing for future membership growth. The fund proposals include more than a **four-fold** increase in childcare subsidies for bargaining unit members from \$34,500 to \$153,000
- Increase in dental and vision care and addition of orthodontic care
- New healthcare plan for paramedical services
- Post-retirement benefits for contract faculty (Unit 2)
- Increase in length of variety of paid leaves, including maternity, caregiver and adoption leave

#### **Unit 2 "Job Security"**

- **Complement guarantee** for Unit 2, fixed at the volume of work in 2007-08 (potential for additional cost not included in the 41% cited above)
- **Individual volume of work guarantee**—no diminution in volume of work for Unit 2 members with five or more years of service (potential for additional cost not included in 41% cited above)

- **Appointment of *all* members of a specified pool of long-service contract faculty to full-time faculty Special Renewable Contracts (SRCs)** under the York University Faculty Association (YUFA) collective agreement for an estimated cost of up to **\$2 million**; such appointments, estimated to be between 70 and 100 in number, are to have an initial 5 year term, **with automatic renewals “until retirement”**

#### ***Class Size/Addition of Tutorials***

- Require all courses with an enrolment of 90 students and above to have tutorials with a maximum enrolment of 25 students in each for estimated cost of **\$3.3 million** beginning in year 1

#### ***Other Proposals***

- New whistleblower protection
- Guarantee that the University’s Student Code of Conduct will not apply to Teaching Assistants (Unit 1) and Graduate Assistants (Unit 3)
- Change in the definition of the Unit 1 and 3 bargaining units to include part-time graduate students as well as full-time graduate students
- Employer funded anti-oppression and anti-racism training for all employees
- Additional space for Union office
- Requirement that the Employer negotiate “substantive changes to members’ facilities, equipment and services” with the Union and employees concerned
- The right to refuse to cross other unions’ picket lines without a loss of pay in the event that another union is on strike
- The right to refuse the use of electronic, as opposed to traditional paper-based, student evaluations
- The right not to submit final grade break-downs in an electronic format
- A prohibition against keeping student evaluations in an employee’s personnel file
- 24 hour access for all bargaining unit members to “an office with internet accessed computers, free photocopier, printer, phone, storage space and audiovisual equipment”
- Hiring Units will take seniority into account in assigning the task of designing a new course to contract faculty (Unit 2)
- Scheduling conflict language for contract faculty (Unit 2) with a defined length of service in the hiring unit guaranteeing consultations over course scheduling and rescheduling of courses to ensure a minimum level of work
- The right of Graduate Assistants to refuse the use of technology in meeting their responsibilities “unless specifically required for the main GA duties”