

Summary of University's January 7th, 2009 Offers for Settlement

Wage Increases

- 3% in year 1, 3.25% in year 2 and 3% in year 3

Tuition Protection

- Agreement with CUPE 3903 on continuation of tuition protection for the term of new Collective Agreements

Enhanced Job Security for Unit 2 Contract Faculty—22 Full-Time Faculty Positions in the YUFA Collective Agreement

- 17 new teaching stream positions over 3 years
 - an annual starting salary of \$70,000
 - teaching load of 3.5 courses
 - initial 5 year term with provisions for renewal to a continuing position
 - provision in the appointment process for giving preference to longer-service contract faculty
- 5 conversion tenure stream appointments over three years

Fund Improvements

- Increases in 9 funds in year 1 to at least their highest per member amount since 2003-04 (i.e., fund catch up)
- Significant further increases to 5 funds, including Professional Development Fund, Graduate Bursary and Research Costs Funds (Unit 1), Conference Travel and Research Grants Funds (Unit 2) and GA Bursary Fund (Unit 3)
- Agreement with CUPE 3903 on indexation of the above-noted 9 funds for future growth in bargaining unit membership

Benefit Improvements

- New extended health care benefits plan for paramedical services fully indexed for future bargaining unit membership growth (replacing and improving benefit coverage protection for members as compared to the current capped Benefits Fund of \$175,000)
- New extended health care supplemental benefits fund of \$35,000 to assist in the cost of services not provided under new extended health care benefits plan
- Improvements in dental care benefit, including an increase in the annual maximum from \$2000 to \$3000
- Improvements in Vision Care, including an increase from a maximum of \$300 every two years to a maximum of \$400 every two years.
- New post-retirement benefits plan providing annual health care spending accounts of \$1500 per member (i.e., the same level provided for CUPE 1356 and IUOE)

Improvements to Paid Leaves

Increases in length of paid Parental Leave, Adoption Leave and Compassionate Leave

Increase in Minimum Guarantee (Unit 1)

Increase in additional funding for Priority Pool Members from \$4764 to \$5000 starting in year 1 of the new Collective Agreement

Parity between Unit 1 and Unit 3

Addition of Unit 1 paid leave provisions to Unit 3, including paid Sick Leave, Conference Leave and Emergency Leave

Employment Equity

Agreement with CUPE 3903 with new employment equity language, including language relating to the development of an employment equity plan, surveys and a new self identification provision for Unit 2