

FAQs for CUPE Local 3903 Employees

- 1. I have a CUPE 3903 Unit 1 or 2 contract for the Fall term. When will I receive my first salary payment and will it compensate me for all the monies not received during the strike?**

CUPE 3903 Unit 1 and 2 employees who return to work effective Monday, February 2nd will receive a February pay that will consist of the remediation payment for the completion of the Fall term equal to 90% of the value of the Fall term contract, had there been no strike, less amounts already received.

- 2. I am a Graduate Assistant (GA). When will I receive my first salary payment and will it compensate me for all the monies not received during the strike?**

CUPE3903 Unit 3 employees (GA) who have contracts extending over the fall and winter terms will receive regular pay for February in the February 25 pay. Unit 3 employees will have the opportunity to reschedule through their departments up to 90% of the full Fall Term duties before the end of the 2009 Winter Term. Payment will be provided for rescheduled duties on confirmation from departments that the duties have been completed.

- 3. I have a CUPE 3903 contract for the Winter term. When can I expect to receive payment for my Winter term contract?**

CUPE 3903 Winter contracts will come into effect in March 2009 to coincide with the revised academic term and payment for Winter contracts will begin in the March pay.

- 4. I am a CUPE Local 3903 employee and have my tuition fees deducted through payroll over the original academic term. How will tuition fees be deducted now that the academic terms have been revised?**

Tuition fees will continue to be deducted from those who have arranged for payroll deduction as originally authorized. You may elect to submit a revised authorized deduction form that takes into account the remaining balance owing over the revised term through the Faculty of Graduate Studies.

- 5. I have a CUPE 3903 Unit 1 or Unit 2 contract for the Fall term. I am not available to return to work, what should I do?**

You need to speak to your Chair, Director or Course Supervisor about your circumstance. You will not be paid for the balance of the contract.

6. The deadline for submitting blanket applications was January 31, 2009. Will the deadline be extended?

The deadline for the blanket applications has been extended to 4:30 Friday, February 13, 2009.

7. Will I be reimbursed for professional expenses incurred between November 6, 2008 and January 30, 2009?

Expenses incurred between November 6, 2008 and January 30, 2009 will not be eligible for reimbursement.

8. When will my 2008/2009 salary be increased?

The 2008/2009 salary rates will be increased once the salary rate increases for the term of the new collective agreement have been resolved in mediation/arbitration. Increases to the 2008-09 rates will be retroactive to September 1, 2008 for the period September 1, 2008 to November 5, 2008 and from February 2, 2009 onwards.

9. What if the salary increase is applied and I am no longer employed at York?

Any person with a CUPE 3903 contract for 2008/2009 academic session will receive any retroactive payment to which they are entitled.

10. I had a CUPE 3903 contract for the fall of 2008 when the strike began. Can I claim eligible medical and dental expenses which occurred during the period of the strike?

Yes. CUPE 3903 paid the cost of maintaining employee medical, dental and long term disability benefit coverage during the strike period so you can submit eligible expenses for reimbursement to Sun Life. The claim form can be accessed at: http://www.yorku.ca/hr/documents/CUPE3903_Benefit_Enrolment_Form.pdf

11. I submitted a medical/dental claim to Great West Life. Why was it declined?

Effective December 1, 2008 Sun Life Assurance Company (Sun Life) became York University's benefits carrier. You can access more information regarding the conversion to Sun Life under the 'What's New' portion of the Pension & Benefits website. The link is <http://www.yorku.ca/hr/services/employees/index.html> All benefits claims should now be submitted to Sun Life.

12. My first CUPE 3903 contract is for the winter term so when can I enroll and begin claiming for benefit reimbursement?

Senate has determined the effective date for the commencement of the winter term is March 4, 2009. If the Pension & Benefits office has received your completed benefits enrolment form, your benefit coverage will begin March 4, 2009. You may complete the enrolment form and send it to the Pension & Benefits office in advance. The form can be accessed at:

http://www.yorku.ca/hr/documents/CUPE3903_Benefit_Enrolment_Form.pdf

13. What happens if I submit a benefits enrolment form after the March 4, 2009?

Benefits will be effective the date the completed benefits enrolment form is received in the Pension & Benefits office.

14. I am a member of the York University Pension Plan. Were contributions made on my behalf during the period of the strike? If not, can I make up the contributions now that the strike is over?

No. Contributions to a pension plan are based on earnings as an employee. Since CUPE 3903 employees did not receive their regular earnings during the strike period, contributions were not made to the Pension Plan. There is no provision for making up the contributions to the Pension Plan following a strike.