

July 4, 2021

BY EMAIL: 3903bargaining@gmail.com

**OFFICE OF LABOUR
RELATIONS**

CUPE 3903 Bargaining Team
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Dear CUPE 3903 Bargaining Team,

Let me begin by thanking you for the productive discussions over the last five days of bargaining. The University believes strongly that the attached updated comprehensive proposals form the basis for renewal collective agreements, that, among other important matters, will be effective in increasing equity, diversity and inclusion.

Since the commencement of bargaining last fall, the University has shared its desire to achieve renewal collective agreements as expeditiously as possible to provide certainty and stability to the University community, particularly considering the global pandemic. Although the University's proposed approach to expedite bargaining through extension agreements did not lead to a quick resolution, the parties have continued on to make progress in the negotiation process.

The attached updated packages include all the improvements made to the University's proposals over the last few days, beginning with the comprehensive proposals provided on the evening of June 30, 2021. Further to our ongoing conversations, the attached comprehensive proposals also contain a proposed Letter of Understanding (LOU) that outlines the University's continued commitment to a healthy and safe phased return to campus, consistent with all relevant public health guidelines.

To assist in achieving negotiated renewal collective agreements, over our 51 bargaining meetings we have focused on being responsive to CUPE's proposals while also ensuring that the University's proposals focused on equity and job stability.

Further, the University extended funding to CUPE for a number of important funds into 2020-2021 to avoid any gap in supports for members in need while bargaining was underway, including:

- CUPE 3903 Benefits Fund of \$220,000
- Childcare Fund of \$260,000
- Sexual Violence Survivor Fund, \$50,000

In terms of the monetary proposals in the comprehensive packages attached, we have worked within the framework of the Government's Bill 124, to provide 1% across-the-board increases in compensation and various funds, and included a provision in the proposals to work with CUPE to allocate any remaining funds available within the Bill 124 1% envelope.



Highlights of the comprehensive packages include:

For Unit 1:

- *Proposed:* TA Workload Form to provide for up to 5 hours of mandatory Occupational Health and Safety and AODA training within the 270 hours of a full TA assignment.
- *Agreed by parties:* A new voluntary Professional Development program to provide five hours of paid professional development (outside of the hours of a TA contract) toward the completion of a Certificate through the Teaching Commons for all TAs who have been assigned their first TAship plus up to 500 additional TAs per contract year.
- *Agreed by parties:* Ticketed Course Directorships for Unit 1. This increases tickets from 50 to 55 course directorships with a minimum of 50% of the ticketed course directorships at the Faculty level, in each contract year, prioritized for qualified applicants who self-identify as a member of one or more of the Equity Groups.
- *Agreed by parties:* Revise Unit 1 blanket application to add the opportunity for applicants to indicate a preferred name and pronouns by which to refer to them and to insert the University's current self-identification survey distributed to new and continuing employees on a confidential basis.

For Unit 2:

- *Proposed:* Priority for equity identified hiring. Enhancements to provisions throughout the collective agreement on equity issues so that the administration of the collective agreement will better serve to increase the representation and inclusion of members of equity seeking groups.
- *Proposed:* Improved access to post retirement benefits for retiring Unit 2 members.
- *Proposed:* A Transitional Continuing Appointment Program that supports eligible Unit 2 members in planning their retirement with an employer commitment of work over a two or three-year period, paid reductions in teaching, and a severance payment.
- *Proposed:* A Time-Limited Severance Program that provides a one-time opportunity for eligible Unit 2 members to immediately elect to retire with a severance payment.
- *Proposed:* A joint committee will be established with the purpose of making recommendations for a new job stability program in the York-CUPE 3903 Unit 2 collective agreement that would be in place of the Long Service Teaching Appointment (LSTA) Program.
- *Proposed:* Continuation of LSTAs for the life of this renewal agreement while the joint committee completes its work.
- *Proposed:* Two conversion appointments in each of 2021-2022 and 2022-2023 with one recommendation in each of the two years prioritized for candidates who self-identify as Indigenous or racialized.

For Unit 3:

- *Proposed:* Carry forward into the renewed collective agreement any funds allocated to the Graduate Assistant Training Fund (GAT Fund) from the 2017-20 Collective Agreement that were not spent for the intended purpose of supporting the incentivization of research at the University and the provision of high-quality training opportunities in research for graduate students.
- *Proposed:* Extend via a revised LOU, the GAT Fund for the second and third year of the collective agreement.

- *Proposed:* Increase the annual GAT Fund to \$220,000 with up to 40 individual allocations to support Graduate Assistant positions.
- *Proposed:* Establish in the LOU, the process for allocating GAT Funds.
- *Proposed:* Take proactive steps to advise full-time faculty members of the correct classification of Unit 3 bargaining unit work according to Article 3.01 of the Unit 3 Collective Agreement.

The parties have been meeting formally for nine months, including many meetings with the conciliation officers, and mediator Chris Albertyn. In this time, we have agreed or moved closer to agreement on a wide range of issues, and those issues which require longer term discussions, such as job stability, can be addressed in the proposed joint committee.

While it is the decision of CUPE 3903 and its members to determine the next steps that you take, we hope these comprehensive proposals, as presented, will be taken to your membership for a ratification vote.

As previously noted, the University is willing to meet from July 6 to 9 if we have a clear signal that CUPE 3903 considers that an agreement is near with only minor revisions to the attached proposals, and if the CUPE 3903 bargaining teams commit to holding ratification votes and reporting the results of those votes to the University by no later than July 16. Without this commitment from CUPE, we believe it would better serve our shared bargaining process for the parties to meet as early as possible on the week of July 12, following the completion of CUPE's strike mandate vote.

We look forward to your response.

Sincerely,



Dan Bradshaw