

Employer Comprehensive Package Proposal  
Without Prejudice  
Unit 1 – Article 12.08  
Provided to CUPE 3903 September 27, 2023

This is a comprehensive package proposal. Agreement to any one item is subject to agreement to all items with respect to Article 12.08 and the CUPE 3903 Unit 1 April 20, 2022 Policy Grievance set out below in this proposal. The University reserves the right to withdraw any or all of the items in this proposal if all items not agreed to.

### **1. Revised Article 12.08 language:**

12.08.1 Where an individual has submitted a first petition to the Dean of Graduate Studies through the Graduate Program Director (and copied directly to the Dean) **following the appropriate Faculty of Graduate Studies procedure and deadlines** to retain full-time status at least three months prior to the commencement of any academic session and they are offered an appointment in that session and the petition is not decided prior to the commencement of the appointment, they shall retain the appointment.

12.08.2 **Subject to 12.08.3, ~~Where~~ where a full-time graduate student holds a teaching assistantship and loses their full-time status, i.e., fails to maintain continuous registration as a full-time student or successfully petitions for academic leave after the commencement of their appointment ~~and retains their position,~~** they shall retain that position in Unit 1 for the duration of the appointment.

**12.08.3 If the reason for the loss of full-time status is incompatible with the employee performing the duties of the teaching assistantship, then the employee shall be placed on an applicable Collective Agreement leave(s) during the teaching assistantship.**

### **2. April 20, 2022 Policy Grievance**

The union will withdraw the CUPE 3903 Unit 1 policy grievance of April 20, 2022 regarding Article 12.08.