

Unit 1 Collective Agreement

Revise and renumber Article 10 as follows in order to have clauses relating to Financial Assistance (Grant-In-Aid, GFA) in new Articles 10.2 and 10.3:

Red = Employer proposed new language

Blue strike out = language has been moved and/or moved and revised.

Black strike out = prior CA language struck

Yellow highlights on Article numbering = need to recheck numbering for correctness

ARTICLE 10 – POSITIONS, ~~AND RATES OF PAY~~ EMPLOYMENT COMPENSATION AND FINANCIAL ASSISTANCE

10.1 Positions

- 10.1.01.1 The parties recognize that the employer wishes to provide teaching opportunities for full-time graduate students-...
- 10.1.01.2 In such circumstances where full-time graduate students are appointed to course directorship positions originally posted in Unit 2 and for which there were no suitably qualified and available Unit 2 applicants,...
- 10.1.01.3 The employer shall provide the union with a list of the appointees and the courses to which they are appointed by 31 October of each year and by similarly reasonable dates in other sessions-....
- 10.1.01.4 For all employees appointed as course directors in Unit 1 for the first time, including those appointed to positions originally posted in Unit 2, the employer shall provide, at their request, the assistance of a marker/grader at....
- 10.1.01.5 BRIDGE
Experience gained for appointments held while a full-time graduate student employee in Unit 1 shall count as applicable prior experience, as defined in Article 12.02.2 in the Unit 2 collective agreement, towards appointments in Unit 2-....
- 10.1.02 WORKLOAD
- 10.1.02.1 Any position listed in Article 10.04 and held by a full-time graduate student is either a full or a partial teaching assistantship. When a full-time graduate student is hired for a full teaching assistantship, it is understood that they will not be required to work more than an average of ten hours per week over the academic session to a total of no more than 270 hours-....
- 10.1.02.2 (i) All work of a teaching assistant assigned and/or approved by the course supervisor shall be included in the hours noted above-....

- (ii) Any employer-required training or orientation of fewer than ten hours, or fewer than fifteen hours in the case of a first appointment as an employee of York University, shall be included in the hours specified in Article 10.02.1 and normally shall take place during the period of time that the employee holds the position-....

10.1.02.3 It is recognized that in keeping with the regulations of the Faculty of Graduate Studies, full teaching assistantships shall consist of no more than 270 hours.

10.1.02.4 Since the course supervisor is primarily responsible for assigning reasonable duties and responsibilities, allocating sufficient hours, and ensuring that the assigned duties and responsibilities of the assistantship can be completed within the time allocated:

- (i) As soon as possible after the start of the appointment, and, normally, no later than the end of September, the course supervisor shall assign and discuss the duties and responsibilities and the reasonable pacing of the work assigned, taking into consideration the normal sessional fluctuation and patterns of work, of the appointment, in as much detail as practicable, with the teaching assistant. This discussion, including the allocation of time for the various duties and responsibilities, shall be confirmed in writing to the teaching assistant by the course supervisor with a copy to the hiring unit Chair and to the union within fourteen (14) calendar days of the meeting. This written confirmation shall hereafter be referred to as the Workload Form.
- (ii) The course supervisor shall again discuss the assigned duties and responsibilities with the teaching assistant to assess whether the remaining duties and responsibilities can be completed within the hours allocated. This subsequent meeting normally shall be held as soon after the mid-point of the course as practicable, and by the end of January in the fall/winter session. The discussion and assessment shall be confirmed in writing to the teaching assistant by the course supervisor, with a copy to the hiring unit Chair and to the union within fourteen (14) calendar days of the meeting. Where the assessment indicates that overwork has occurred or is likely to occur, the course supervisor and teaching assistant shall meet, with a union representative present if the teaching assistant so wishes, and, where appropriate, shall attempt to find a mutually acceptable remedy.
- (iii) Where an employee holds a teaching assistantship in Unit 1 for the first time, and the course supervisor fails to discharge their responsibilities per (i) and (ii) above, work performed by the teaching assistant up to the time a workload meeting is held normally shall be deemed to have been assigned and/or approved by the course supervisor.
- (iv) Where an employee holds a teaching assistantship in Unit 1 for the second or subsequent time, and the course supervisor fails to discharge their responsibilities per (i) or (ii) above by the deadlines therein specified, and

the teaching assistant or Union promptly thereafter notifies the Chair pursuant to 10.1.02.6 (ii) that such meeting has not been held, work performed by the teaching assistant up to the time such meeting is held normally shall be deemed to have been assigned and/or approved by the course supervisor.

- 10.1.02.5 Since the teaching assistant is primarily responsible for ensuring that the assigned duties and responsibilities of the assistantship are completed within the time allocated:
- (i) Notwithstanding 10.1.02.4(ii), as soon as the teaching assistant becomes aware, or reasonably ought to have been aware that the hours in 10.02.1 may be exceeded, normally they shall request in writing a meeting with the course supervisor, or in exceptional circumstances shall request in writing a meeting with the Chair, to discuss possible overwork. The course supervisor or Chair and teaching assistant shall meet, with a union representative present if the teaching assistant so wishes, and, where appropriate, shall attempt to find a mutually acceptable remedy.
 - (ii) An acceptable remedy in a discussion as per 10.1.02.4(ii) or 10.1.02.5(i) above, is compensation for additional hours worked, provided that the Dean or their designate approves such compensation.
- 10.1.02.6 (i) Where the teaching assistant or the union believes that the workload provisions of the collective agreement have not been fulfilled, or where a mutually acceptable remedy is not found, they normally shall inform the Chair of the workload concerns. The Chair shall consult with the responsible union representative(s) and the teaching assistant, if appropriate, within seven days of the receipt of the notice, and, where appropriate, shall attempt to find an acceptable remedy. Normally, the Chair shall have fourteen days from the receipt of notice to resolve the matter.
- (ii) Where, upon completion of the procedures specified in Article 10.02.6(i), the matter is not satisfactorily resolved, grievances alleging violations of Articles 10.1.02.3 through 10.1.02.6 shall normally proceed to Step 3.
 - (iii) In exceptional circumstances, on application by the union indicating such exceptional circumstances, grievances alleging violations of Articles 10.1.02.3 through 10.1.02.6 may be processed according to the expedited grievance procedure in Article 6.15.
 - (iv) Notwithstanding 10.1.02.5 (ii), an acceptable remedy of a grievance alleging overwork is compensation for additional hours worked at the Overwork Rate.
- 10.1.02.7 Where not in conflict with centralized administrative deadlines*, such as the final date for submitting grades, Unit 1 employees will not be required to fulfil marking/grading obligations for a period of five calendar days immediately prior to a dissertation or thesis (or major paper equivalent) defense, or a major paper deadline in a graduate course or a comprehensive examination or the equivalent degree requirement in programs not requiring comprehensive

examinations or presentation at academic conferences. Further, where not in conflict with centralized administrative deadlines, Unit 1 employees will not be required to submit grades for a period of three days immediately following the fore noted events/activities. It is understood that it is the responsibility of the employee to notify the hiring unit of their intention to exercise this entitlement.

Where a centralized administrative deadline for the completion of grading falls within a period of five calendar days immediately prior to or three days immediately following a major paper deadline in a graduate course, or a comprehensive examination or the equivalent degree requirement in programs not requiring comprehensive examinations, and where the conflict cannot otherwise be resolved, the appropriate graduate director shall reach a reasonable accommodation with the teaching assistant, their academic supervisor and/or their graduate instructor; such accommodation may include a rescheduling of the teaching assistant's academic deadline.

- *1. Fall term course drop date
2. Final grades, fall term
3. Full year course drop date
4. Winter term course drop date
5. Final grades

10.1.02.8 Where two Unit 1 employees are each allotted a partial teaching assistantship for the same tutorial group in a summer Foundations course, each will be consulted and allowed an opportunity for input by the course supervisor regarding the manner in which the work required is divided between the partial teaching assistants assigned to the group.

10.2 EMPLOYMENT COMPENSATION

10.2.031.1 REMUNERATION FOR TEACHING ASSISTANTS

Consistent with Article 10.01.2 (Workload), remuneration for a full teaching assistantship in each 12 month period consists of one of: two tutor 1 assignments; or two three-lab-hours per week assignments as tutor 2; or one course director assignment; or one writing instructor assignment; or 270 hours of tutor 3, tutor 4, or coach (AMPD) assignments; or 100 hours of music tutor; or two three-hour studio assignments as tutor 6 (studio instructor, AMPD [two two-hour assignments as tutor 6 in Dance]); or one tutor 7 position plus one-half of any of the full teaching assignments as computer centre advisor, each to be paid at the rates set out in Article 10.1.4.1.

~~Effective September 1, 2020 for the first full teaching assistantship in each twelve-month period a grant-in-aid of \$3,992 shall be added to the remuneration so that the total base salary (articulated below in Article 10.04.1) plus grant-in-aid for a full teaching assistantship is \$16,088.~~

~~Effective September 1, 2021 for the first full teaching assistantship in each twelve-month period a grant-in-aid of \$4,033 shall be added to the~~

~~remuneration so that the total base salary (articulated below in 10.04.1) plus grant in-aid for a full teaching assistantship is \$16,249.~~

~~Effective September 1, 2022 for the first full teaching assistantship in each twelve-month period a grant in-aid of \$4,073 shall be added to the remuneration so that the total base salary (articulated below in 10.04.1) plus grant in-aid for a full teaching assistantship is \$16,411.~~

~~A teaching assistant shall be paid the base salary at the rates set out in Article 10.04.1 for any teaching assistantships or fractional teaching assistantships beyond the first full teaching assistantship in each twelve-month period. The grant in-aid applies only to the first full teaching assistantship (or to fractional teaching assistantships to the total of a first full teaching assistantship) as defined in Article 10.02.1 during each 1 September to 31 August twelve-month period. In the case of a fractional teaching assistantship, the value of the grant in-aid need not be paid to computer centre advisors unless the position is being used to fulfil the employer's priority pool obligations to the individual. For the purposes of this article, a full-time graduate student is as defined in the Faculty of Graduate Studies calendar.~~

~~Individuals who are:~~

~~the priority pool;~~

~~hold a summer half teaching assistantship~~

~~and can reasonably expect to be offered a teaching assistantship in the f/w academic session can elect to bank the summer portion of their salary supplement and grant in-aid and receive them in the subsequent fall/winter academic session.~~

~~For a fuller explanation of how teaching assistant pay is configured refer to Appendix G: "Remuneration for Teaching Assistants"~~

10.2.031.2 a) For Employment Insurance purposes only a course director for a 6 credit course will be deemed to have worked 535 hours. Other assignments will be pro-rated.

~~(b) The rate of a course directorship will be substituted for the rate of a teaching assistantship including grant in-aid for the purpose of satisfying the additional guaranteed funding for Priority Pool Members specified in the Letter of Agreement: Additional Funding for Priority Pool Members. For clarity, if the rate of a teaching assistantship including GIA is \$14,000 and the rate of a course directorship is \$16,000, the additional guaranteed funding for Priority Pool members set out in the Letter of Agreement will be in addition to the course directorship rate and not in addition to the teaching assistantship rate such that if the total amount based on the teaching assistantship rate is \$20,000 the total amount for Priority Pool members with a course directorship will be \$22,000.~~

10.2.042.1 SALARY RATES

~~Full Teaching Assistantship: Sept. 1, 2020 – \$16,088~~
~~Sept. 1, 2021 – \$16,249~~
~~Sept. 1, 2022 – \$16,411~~

...

10.2.042.2 The Employer will notify Unit 1 members of the seniority points attached to each tutor position by including the seniority points for each position in the posting.

10.2.042.3 The Employer will specify the seniority value for the course being offered as a part of the offer of employment.

10.2.042.4 DEFINITIONS

...

10.2.042.5 The Labour/Management Committee shall be responsible for reviewing contact hours anomalies. Hiring units which have anomalies shall, upon request, provide the Committee with a written rationale for these anomalies.

10.2.053 TECHNOLOGY AND INSTRUCTION

10.2.053.1 Where email communication takes place, the employee shall provide students with an email contact address and may, acting reasonably, determine not if but when and to what extent email responses are to be provided.

10.2.053.2 Once an employee has been appointed to a course director position for a particular session they will not be required to convert that course to an alternate mode of delivery.

10.2.053.3 Where on-line applications are required for internal bursaries, scholarships or awards administered by the Faculty of Graduate Studies, hard copy versions of these application forms will be made available to the union at their request on behalf of specific CUPE 3903 employees for whom on-line access is not reasonably available.

...

10.2.053.6 Where technology is required for the proper instruction of the course, the employer shall ensure that the appropriate equipment is readily accessible.

10.2.064 SALARY ADJUSTMENTS

In each year of the collective agreement, no person who has held a position in the bargaining unit prior to 1 September shall receive a salary for a similar position less than the salary for the position when previously held, adjusted to the current salary grid.

- 10.2.075 Salaries ~~, plus any grant in aid,~~ shall be paid in equal monthly instalments over the period of the appointment and a statement of earnings and deductions shall be provided, also on a monthly basis. When an appointment has not been processed in time to effect payment on the normal payday of the first month, the employer shall make that payment as soon as practicable. An employee shall have the right to complete a Revenue Canada TD1 form.

~~Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies shall post the Grant in Aid monies to a student's account by no later than the 25th of every month.~~

- 10.08. ~~Should a teaching assistant be the recipient of a scholarship or fellowship that limits additional grant or total income to a level below that earned in salary and grant in aid by the teaching assistant, the employer shall, at the employee's request, reduce the amount of grant in aid in order that the employee may retain the full amount of the scholarship or fellowship. However, the salary portion of the teaching assistantship shall not be reduced.~~

- 10.2.096 VACATION PAY
All members of the bargaining unit shall be entitled to an additional percentage of their salary as vacation pay:....

- 10.2.107 Commencing in fall 1999, the employer shall provide a statement itemizing the various components of teaching assistant remuneration with each monthly pay cheque. In the interim, and as a supplement to the above-noted statement, at the beginning of each session, the employer shall send to each Unit 1 member a memorandum detailing and explaining the various components of teaching assistant remuneration.

- 10.2.118 Upon termination of employment, the employer shall issue a Record of Employment in compliance with Service Canada requirements, or within five days, whichever is sooner. Should a paper copy be requested by the employee, one shall be provided within five days of a written request, following the termination of employment.

- 10.12 ~~GRADUATE FINANCIAL ASSISTANCE~~
~~Beginning September 1, 2015, all members of the bargaining unit who are visa students shall receive for each term in which they are registered full time and pay fees \$1085 per term. Effective the 2017-18 contract year, this amount will be increased to \$1108, in the 2018-19 contract year to \$1132, and in the 2019-20 contract year to \$1158. In the 2020-2021 contract year this amount will be~~

~~increased to \$1,170; in the 2021-2022 contract year to \$1,182 and in the 2022-2023 contract year to \$1,194. Beginning September 1, 2015 visa students in the second year of the priority pool or a later year in the priority pool will receive in each term for which they are registered and pay fees \$1295 per term. Effective the 2017-18 contract year, this amount will be increased to \$1322, in the 2018-19 contract year to \$1351, and in the 2019-20 contract year to \$1382. In the 2020-2021 contract year this amount will be increased to \$1396; in the 2021-2022 contract year to \$1410 and in the 2022-2023 contact year to \$1424.~~

~~Beginning September 1, 2016 all other members of the bargaining unit shall receive for each term in which they are registered full-time and pay fees \$649 per term. Effective the 2017-18 contract year, this amount will be increased to \$663, in the 2018-19 contract year to \$678, and in the 2019-20 contract year to \$694. In the 2020-2021 contract year this amount will be increased to \$701; in the 2021-2022 contract year to \$708 and in the 2022-2023 contract year to \$715. Beginning September 1, 2016 all other members of the bargaining unit in the second year of the priority pool or a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$814 per term. Effective the 2017-18 contract year this amount will be increased to \$831, in the 2018-19 contract year to \$849, and in the 2019-20 contract year to \$869. In the contract year this amount will be increased to \$878; in the 2021-2022 contract year to \$887 and in the 2022-2023 contract year to \$896.~~

~~Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies shall post the Graduate Financial Assistance monies to a student's account by no later than November 1 for the Fall term, March 1 for the Winter term and July 1 for the Summer term.~~

10.2.42-49 INTEREST ON OUTSTANDING TUITION FEES

All bargaining unit members who elect payment of fees by payroll deduction shall not be charged any fees for this service. Interest on the outstanding balance will not be applied to the accounts of members who apply for and authorize payment by this method, in writing, on the appropriate form, to be completed in the Faculty of Graduate Studies Office by the required deadline.

~~10.12.2 No member shall have collective agreement payments which are processed through the student account system (with the exception of graduate financial assistance) reduced by an amount owing without the member's written permission. The permission form shall inform the employee that they have the right to consult the union before signing the form.~~

10.2.43-10 PENSION PLAN

10.2.4310.1 The employer shall provide for those eligible employees who are not members of a full-time pension plan and who are not eligible to be members of a full-time pension plan at York University or elsewhere an opportunity to participate in the

York University Pension Plan (the Plan).

- 10.2.4310.2 All eligible members who are not enrolled in the Plan will be notified of their eligibility in writing by October 31 each year. ...
- 10.2.4310.3 The Union shall select one representative to sit on the All-University Pension Committee and at least one representative to sit on the Board of Trustees of the Plan.
- 10.2.4310.4 The Employer agrees to continue to sponsor educational programs mounted by the Retirement Consultation Centre for the University community.
- 10.2.4310.5 The Employer shall provide the Union with copies of all Plan text amendments, actuarial valuation reports, financial statements and annual information returns required to be filed with pension regulatory authorities. The Employer shall also provide a plain language pension plan booklet, a copy of which can be accessed at: (<https://retire.info.yorku.ca/second-page/pension/>). This booklet shall be updated from time to time as necessary.

10.2.44-11 DENTAL PLAN

- 10.2.4411.1 The Employer shall contribute toward the yearly administration cost and eligible claims under an Administrative Services Only (“ASO”) Group Dental Plan for each employee.
...

10.2.45-12 LONG-TERM DISABILITY PLAN

- 10.2.4512.1 The Employer shall contribute towards the yearly premiums of the existing UNUM Long-Term Disability Plan or another Long-Term Disability Plan that provides at least the same level of benefits as the existing UNUM plan (the “LTD Plan”) for employees who meet the criteria in (i) and (ii) below:
- (i) has at least four months of service to the University and will earn at least \$8,200 (if the fall/winter earnings are less than \$8,200, the previous summer’s earnings will be taken into account to determine eligibility); and
 - (ii) is not covered by another employer-paid long-term disability plan, shall be enrolled in the LTD Plan
- ...

10.2.46-13 DRUG AND PARAMEDICAL SERVICES PLAN

- 10.2.4613.1 The employer shall contribute toward the yearly administration cost and claims under an ASO Group Drug & Paramedical Services Plan for each employee.
...

~~10.2.17-14~~ VISION CARE PLAN

~~10.2.17~~14.1 The employer shall contribute toward the yearly administration cost and claims under an ASO Group Vision Care Plan for each employee.

...

~~10.2.18-15~~ The parties agree that dental, drug, vision care and family benefits will be provided through an ASO Plan administered by the York University Department of Total Compensation (Pension and Benefits).

Information about vision, extended health care and dental benefits can be accessed at the following website:

<https://retire.info.yorku.ca/files/2019/11/cupe-3903-unit-1-2-3-and-4-active-2019.pdf?x89967>

~~10.2.19-16~~ 8 MONTH BENEFIT COVERAGE IN LIMITED CIRCUMSTANCES

For employees in the priority pool other than PhD 6 whose employment is in one term only such that there will be a gap of no more than eight months before their next Unit 1 appointment, they will have Dental, Drug and Vision benefits coverage extended for up to eight months rather than four months-....

~~10.2.20-17~~ The Employer shall provide access to all members and their family to the Employee and Family Assistance Program (EFAP) for the remainder of any academic year in which an Employee has worked under a contract.

10.3 FINANCIAL ASSISTANCE FOR TEACHING ASSISTANTS

In recognition that teaching assistants are full-time graduate students, individuals holding a teaching assistantship will receive Teaching Assistant Financial Support in accordance with the provisions of Articles 10.3.2 (“Grant-In-Aid”) and 10.3.3 (“Graduate Financial Assistance”) below to support their full-time graduate studies. The value of the Teaching Assistant Financial Support will vary depending on the individual’s number of years in the Priority Pool and whether or not they are visa students.

For the purposes of this article, a full-time graduate student is as defined in the Faculty of Graduate Studies calendar.

10.3.1 Teaching Assistant Financial Support “TA Financial Support”

TA Financial Support consists of two components: Grant-In-Aid and Graduate Financial Assistance. This support is deposited to a student’s account.

10.3.2 Grant-In-Aid

~~A teaching assistant shall be paid the base salary at the rates set out in Article 10.04.1 for any teaching assistantships or fractional teaching assistantships beyond the first full teaching assistantship in each twelve-month period. Grant-In-Aid applies is provided only to for the first full teaching assistantship (or to fractional teaching assistantships to the total of a first full teaching assistantship) as defined in Article 10.021.2.4 during each 1 September to 31 August twelve-month period. In the case of a fractional teaching assistantship, the value of the grant-in-aid Grant-In-Aid need not be paid to computer centre advisors unless the position is being used to fulfil the employer's priority pool obligations to the individual. Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies shall post the Grant-in-Aid monies to a student's account by no later than the 25th of every month while the student holds the teaching assistantship.~~

The amount of Grant-In-Aid for a full Teaching Assistantship is the difference between the salary of the work assignments making up the full Teaching Assistantship and \$16,411, subject to Articles 10.2.2.1 and 10.2.2.2 below. For example, the value of Grant-In-Aid for a full Teaching Assistantship consisting of two Tutor 1 assignments, is as follows:

September 1, 2022: \$4,073

Grant-In-Aid is prorated for less than a full Teaching Assistantship. For example, the amount of Grant-In-Aid for a half Teaching Assistantship consisting of one Tutor 1 position is half of \$4,073 or \$2,036.50 according to the September 1, 2022 amount.

10.3.2.1 Should a teaching assistant be the recipient of a scholarship or fellowship that limits additional grant or total income to a level below that earned in salary and grant-in-aid by the teaching assistant, the employer shall, at the employee's request, reduce the amount of ~~grant-in-aid~~ Grant-In-Aid in order that the employee may retain the full amount of the scholarship or fellowship. However, the salary portion of the teaching assistantship shall not be reduced.

10.3.2.2 Where a course directorship is assigned, TA Financial Support does not include Grant-In-Aid. In such circumstances, TA Financial Support consists of Graduate Financial Assistance as set out in Article 10.03.3 below only. For clarity, if the ~~rate~~ value of a teaching assistantship ~~including~~ consisting of two Tutor 1 positions and Grant-In-Aid is ~~\$14,000~~ \$16,411 and the rate of a course directorship is ~~\$46,000~~ 18,454, the additional guaranteed funding for Priority Pool members set out in the Letter of Agreement will be in addition to the course directorship rate and not in addition to the value of the teaching assistantship ~~rate~~ such that if the total amount based on the teaching assistantship ~~rate~~ is ~~\$20,000~~ 22,500 the total amount for Priority Pool members with a course directorship will be ~~\$22,000~~ 24,543.

10.3.2.3 Individuals who are:

- (a) in the priority pool; and

- (b) hold a summer half teaching assistantship; and
- (c) can reasonably expect to be offered a teaching assistantship in the f/w academic session can elect to bank the summer portion of their salary supplement and grant-in-aid and receive them in the subsequent fall/winter academic session.

For a fuller explanation of how teaching assistant pay is configured refer to Appendix G: “Remuneration for Teaching Assistants”

10.3.3 Graduate Financial Assistance

10.3.3.1 Beginning ~~September 1, 2015~~ in the 2022-2023 contract year, all members of the bargaining unit who are visa students shall receive for each term in which they are registered full time and pay fees \$1,194~~\$1085~~ per term. ~~Effective the 2017-18 contract year, this amount will be increased to \$1108, in the 2018-19 contract year to \$1132, and in the 2019-20 contract year to \$1158. In the 2020-2021 contract year this amount will be increased to \$1,170; in the 2021-2022 contract year to \$1,182 and in the 2022-2023 contract year to \$1,194.~~ Beginning ~~September 1, 2015~~ in the 2022-2023 contact year visa students-in the second year of the priority pool or a later year in the priority pool will receive in each term for which they are registered and pay fees \$1424~~\$1295~~ per term. ~~Effective the 2017-18 contract year, this amount will be increased to \$1322, in the 2018-19 contract year to \$1351, and in the 2019-20 contract year to \$1382. In the 2020-2021 contract year this amount will be increased to \$1396; in the 2021-2022 contract year to \$1410 and in the 2022-2023 contact year to \$1424.~~

Beginning ~~September 1, 2016~~ in the 2022-2023 contract year all other members of the bargaining unit shall receive for each term in which they are registered full-time and pay fees \$715~~\$649~~ per term. ~~Effective the 2017-18 contract year, this amount will be increased to \$663, in the 2018-19 contract year to \$678, and in the 2019-20 contract year to \$694. In the 2020-2021 contract year this amount will be increased to \$701; in the 2021-2022 contract year to \$708 an in the 2022-2023 contract year to \$715.~~ Beginning ~~September 1, 2016~~ in the 2022-2023 contract year all other members of the bargaining unit in the second year of the priority pool or a later year of the priority pool will receive for each term in which they are registered full-time and pay fees \$896~~\$814~~ per term. ~~Effective the 2017-18 contract year this amount will be increased to \$831, in the 2018-19 contract year to \$849, and in the 2019-20 contract year to \$869. In the contract year this amount will be increased to \$878; in the 2021-2022 contract year to \$887 and in the 2022-2023 contract year to \$896.~~

10.3.3.2 Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies shall post the Graduate Financial Assistance monies to a student’s account by no later than November 1 for the Fall term, March 1 for the Winter term and July 1 for the Summer term.

10.3.4 Total payments for TA Financial Assistance in connection with a Teaching Assistantship consisting of two Tutor 1 positions is set out below (based on 2022-23 rates):

A. Visa graduate student employees

- (i) Up to end of first year in the Priority Pool (typically first 2 years of doctoral program):

<i>Graduate Financial Assistance:</i>	\$3,582
<i>Grant-In-Aid:</i>	\$4,073
<i>Two Tutor 1 positions</i>	\$12,338
Total:	\$19,993

- (ii) Second and subsequent years in Priority Pool:

<i>Graduate Financial Assistance:</i>	\$4,272
<i>Grant-In-Aid:</i>	\$4,073
<i>Two Tutor 1 positions</i>	\$12,338
Total:	\$ 20,683

B. All other graduate student employees

- (i) Up to end of first year in the Priority Pool (typically first 2 years of doctoral program):

<i>Graduate Financial Assistance:</i>	\$2,145
<i>Grant-In-Aid:</i>	\$4,073
<i>Two Tutor 1 positions:</i>	\$12,338
Total:	\$18,556

- (ii) Second and subsequent years in Priority Pool:

<i>Graduate Financial Assistance:</i>	\$2,688
<i>Grant-In-Aid:</i>	\$4,073
<i>Two Tutor 1 positions:</i>	\$12,338
Total:	\$19,099

10.3.5 No member shall have collective agreement payments which are processed through the student account reduced by an amount owing without the member's written permission. The permission form shall inform the employee that she has the right to consult the union before signing the form.