

Employer counter proposal – Unit 3 – Article 3.05

3.05 CLASSIFICATION OF BARGAINING UNIT WORK

To administer the collective agreement in accordance with Article 3.01, the Faculty of Graduate Studies (FGS) will take proactive steps to advise full-time faculty members that Article 3.01 and the Clarity Note define employment in the CUPE 3903 Unit 3 bargaining unit. The proactive steps undertaken by the FGS will include but are not limited to the issuance of consistent and clear messaging on the University website and direct communications with full-time faculty members with respect to the classification of bargaining unit work. In particular, the Faculty of Graduate Studies will communicate annually in writing, with copy to the union, to all full-time faculty members in order to draw to their attention Article 3.01 and the process for hiring Graduate Assistants under the collective agreement.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.