

Responses to CUPE March 28 evening email with questions

2 messages

Dan Bradshaw <danbrad@yorku.ca>

5 April 2024 at 16:27

To: 3903bargaining [REDACTED]

Cc: "White, Erinn (MLITSD)" [REDACTED] "Sandra.Shime" [REDACTED]

Leanne De Filippis [REDACTED] Kaylie Gordon [REDACTED]

Hi CUPE BT ,

Below please find response to the questions posed by the CUPE 3903 Bargaining Team.

Question 1 – Mentorship

As discussed in bargaining, the University provides a variety of mentorship and professional development activities accessible to employees in the CUPE 3903 Units 1, 2 and 3 bargaining units. The University welcomes feedback on offerings through the Teaching Commons, and the Faculty of Graduate Studies including suggestions for further offerings. There is nothing to preclude CUPE 3903 from also offering mentoring activities for its members.

Question 2 - Protection from Technological Change

The University is not inclined to address technological change beyond what is already stated in the collective agreement. It would be premature to address the yet undefined scope of AI technology in a collective agreement.

Question 3 - Continuation of Library and Email Usage

Retirees may use library services in person. With respect to email and online access to library collections, the licensing/access agreements vary and accordingly, the University is not in a position to agree to a blanket continuation in the manner CUPE 3903 has proposed.

Question 4 - Funds and Accommodations for Racialized Members Experiencing Violence, Harassment, and Discrimination

As noted in the February 2, 2024 draft letter to CUPE 3903, the University is committed to countering racism at the institutional level and to that end, is planning the implementation of recommendations from a series of pan-University initiatives and is dedicating institutional resources to support this rollout which is preferred to a fragmented approach.

Question 5 - GIA/GFA

These forms of graduate student financial assistance are distinct from employment income and have been treated differently from one another. GIA has increased at the same "across the board increase (ATB)" rate as employment income which as indicated in the chart below has not been the case for GFA, except in the 2017-2020 and 2020-2023 collective agreements.

Collective Agreement	Year 1	Year 2	Year 3
2000-02	Sept 1 - \$460 May 1 - \$490	May 1: \$520	
2002-05	\$520	\$555	\$590
2005-08	\$590	\$590	\$590
2008-11	\$590	\$590	\$590

2011-14	Level 1: \$590	Level 1: \$590	Level 1: \$590
	Level 2: May 1 - \$710	Level 2: \$740	Level 2: \$740
2014-17	Level 1: \$610	Level 1: \$630	Level 1: \$649
	Level 2: \$765	Level 2: \$790	Level 2: \$814

We note that in bargaining for the moderation period agreement, the 1% increase to GIA was paid for from the “salary increase envelope” whereas the 1% GFA increase was paid for out of the “residual envelope”.

Finally, if you note from the [February 2, 2024 For Information Only Compensation Comparison](#) GIA was included in demonstrating the hourly rate of TAs at York whereas GFA was not. If GFA was included in this calculation, the CUPE 3903 income would be even higher than \$60.71 (which includes hourly employment wage and GIA only) and therefore would be even higher than the rest of the sector.

Question 6 – Funding Commitment for Priority Pool

The CUPE 3903 Unit 3 Collective Agreement does not provide for a Priority Pool. Also, the way CUPE 3903's proposal appears to be “standardizing pay” has no counterpart for Priority Pool members under the CUPE 3903 Unit 1 Collective Agreement. The “Unit 1” and the “Unit 3” Collective Agreements currently provide consistent and clear guidance regarding the payment of wages, Grant-In-Aid, and Graduate Financial Assistance, with wages and Grant-In-Aid paid according to a shared monthly schedule and Graduate Financial Assistance paid according to a “Term”-based schedule. For these reasons, the University continues not to agree to this proposal.

Thanks, Dan

Dan Bradshaw

Assistant Vice-President

Office of Labour Relations

danbrad@yorku.ca | yorku.ca

Division of Equity, People & Culture | YORK UNIVERSITY

[4700 Keele Street Toronto ON, Canada M3J 1P3](#)



**Top 40 in the world out of 1,500+ universities
Times Higher Education Impact Rankings 2023**

We recognize that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

This electronic mail (e-mail), including any attachments, is intended only for the recipient(s) to whom it is addressed and may contain information that is privileged, confidential and/or exempt from disclosure. No waiver of privilege, confidentiality or any other protection is intended by virtue of its communication by the internet. Any unauthorized use, dissemination or copying is strictly prohibited. If you have received this e-mail in error, or are not named as a recipient, please immediately notify the sender and destroy all copies of it.

CUPE 3903 Bargaining Team [REDACTED]
To: BT Listserv [REDACTED]

5 April 2024 at 19:42

[Quoted text hidden]