

## Oct. 30 – University’s new contract proposal

Negotiations between the University and CUPE 3906, Unit 1 continue. Today, the University tabled a revised proposed contract as part of its commitment to reach a final agreement by the end of the day.

Issues	The University’s Offer
Contract Term	<ul style="list-style-type: none"> <li>Two-year agreement</li> </ul>
Competitive Wages	<ul style="list-style-type: none"> <li>Increases hourly rate for graduate TAs and RAs to <b>\$39.10 from \$38.00</b> over the course of the contract.</li> <li>Increases hourly rate for undergraduate TAs to <b>\$22.05 from \$20.75</b> over the course of the contract.</li> </ul>
Secure Benefits	<ul style="list-style-type: none"> <li>University will contribute <b>\$175,000</b> towards the union-administered benefits plan in the first year of the contract and <b>\$200,000</b> in the second year.</li> <li>This represents an increase of over <b>30% over the current contributions</b>, and an increase of 100% since 2005, while the number of TAs and RAs has remained stable.</li> <li>University will increase its monthly contribution to the dental plan by \$3 per eligible member. Based on current premiums, TA monthly cost will drop from \$11.46 to \$8.46 for single coverage, and from \$69.66 to \$66.66 for family coverage.</li> </ul>
Ensuring a reasonable work load	<ul style="list-style-type: none"> <li>Protects TAs and RAs from working past the end of the academic term.</li> <li>Enhances the process by which hours or work are assigned for <i>all</i> TAs and RAs.</li> <li>Improves the collaborative process used by supervisors and employees when drafting individual work plans to ensure a balanced and effective workload.</li> </ul>
Job security and other provisions	<ul style="list-style-type: none"> <li>Provides improvements in job guarantee provisions and improved flexibility for TAs and RAs to take other opportunities (<i>i.e.</i> research, field work, <i>etc.</i>) while retaining their guarantee in subsequent years.</li> <li>Improves provisions for bereavement leave.</li> </ul>