

RATIFICATION

VOTE

and Bargaining Gains



RATIFICATION VOTE

Members,

We would like to remind you of our ratification vote! Voting began on **Friday, March 29 at 12:01 AM**, and will end on **Friday, April 5 at 11:59 PM**.

You will receive an email at 12:01 AM on Friday, March 29 from **vote@simplyvoting.com** with the subject line “CUPE 3913 Ratification Vote”. The email will contain unique login information for you to access the website and vote.

We call on members to VOTE YES

BARGAINING GAINS

Unit 1 and 2 (TAs and Sessionals)

- Wage increases of 12.45% (Unit 1) and 13.25% (Unit 2) over the next three years, broken down as follows:
 - Unit 1 members: 6% raise in 2023-2024, 3.2% in 2024-2025, 3.25% in 2025-2026.
 - Unit 2 members: 6% raise in 2023-2024, 3.5% in 2024-2025, 3.75% in 2025-2026.
 - Retroactive payments to all Members with work assignments from September 2023 and onwards.
- 60% expansion in health benefits with the University giving us an additional \$75,000 every year for three years.
- Improvements in accommodations for members with injuries, disabilities and other health conditions, as well as extensions in leaves.
- A letter from Ben Bradshaw, AVP Grad Studies, confirming the implementation of continuing status fees (50% tuition payment) for graduate students beyond semester 12 of Ph.D program.

BARGAINING GAINS

Unit 1 (TAs)

- Cap on work assignments necessary to receive minimum guaranteed funding, which will result in workload reduction.
- Clarity on work assignment processes.
- An annual lump sum payment of \$40 in August 2025 and August 2026 to everyone who held a work assignment that academic year.
 - While this number might seem low, it is very encouraging that it is now included in our Collective Agreement and can be bargained up in the coming years.

BARGAINING GAINS

Unit 2 (Sessionals)

- Payments for additional students in a course in non-DE courses without TAs.
- The university will make best efforts to address scheduling conflicts that would have previously meant that a sessional would have lost out on a work assignment.
- Professional Development Reimbursement fund to be administered by the union.

SPRING MEMBERSHIP MEETING RECORDING

For those that missed the Spring membership meeting, we went over the bargaining gains and answer some questions from members.

The recording can be found through the link in the description.

If you have any questions in regards to the new tentative settlement, please email bargaining.committee@cupe3913.on.ca