

March 23, 2015

[HR #41](#), PDADC #75, 2014 – 2015

To: Principals, Deans, Academic Directors & Chairs; Professional & Managerial Staff

From: Angela Hildyard, Vice-President, Human Resources & Equity; Cheryl Regehr, Vice-President & Provost

Re: Strike Update – CUPE 3902 Unit 1 Rejects Tentative Agreement for a Second Time

Please distribute broadly.

In order to end the strike as of Monday, March 23, and have all employees in the bargaining unit back to work, **the University accepted a March 18 proposal from the CUPE 3902 Unit 1 Negotiating Committee**. The proposed agreement provided enhanced wages, improved benefits, better financial assistance and tuition fee offsets – making it one of the best teaching assistant compensation packages in Canada, and one that is, by any objective measure, a fair and reasonable basis for a settlement and an end to the strike.

We are extremely disappointed that CUPE 3902 Unit 1 has now rejected the second proposal for settlement negotiated, endorsed and recommended by their own Negotiating Committee.

We continue to be in close contact with the Provincial Mediator and remain committed to finding a solution to this impasse that would end the strike and allow affected students to complete their academic term without further disruption.

Offer Details

The revised comprehensive offer negotiated and recommended by CUPE 3902 Unit 1's Negotiating Committee included the following:

- Wage increase of 3.75% to more than \$43 per hour
- A comprehensive healthcare plan – one of the only such plans in Canada
- Reduced maximum amount of TA work required for the funding commitment, from 205 hours to 180 hours per year (all TA hours worked in addition to this amount represent additional net income)
- Financial Assistance Fund for childcare and education-related expenses totalling nearly \$1.1 million per year
- A Bursary Fund of over \$1 million per year
- \$600,000 per year in tuition assistance for students in years 5 and 6 of doctoral programs and students in year 2 of doctoral-stream Masters programs

The Academic Continuity Team, headed by Professor Sioban Nelson, Vice-Provost, Academic Programs, will be working closely with all Academic Divisions to mitigate the impact of the continued strike upon students. We deeply regret the concern this strike is causing our students, particularly those who are planning to graduate this term.