

**SUMMARY OF SETTLEMENT AGREEMENT
CUPE 3904 UNIT 3 AND RYERSON UNIVERSITY
September 1st, 2017 to December 31, 2020**

NEW - Length of Agreement

- **3.3 years** (September 1, 2017 to December 31, 2020)

NEW - Bargaining Unit Title

- The Canadian Union of Public Employees Local 3904, Unit 3: **“Academic Assistants”** to reflect the diverse composition of the bargaining unit

IMPROVED - Across the Board Salary

Position	Level of Study	Year 1 (Sept. 1 2017 - Aug. 31 2018)	Year 2 (Sept. 1 2018 - Aug. 31 2019)	Year 3 (Sept. 1 2019 - Aug. 31 2020)	Year 4 (Sept. 1 2020 - Dec. 31 2020)
Graduate Assistants (Ryerson students)	PhD	1.75%	1.75%	2.0%	2.0% pro-rated (0.66%)
	Master	1.75%	1.75%	2.0%	2.0% pro-rated (0.66%)
Teaching Assistants	Under-graduate (enrolled in 4th year)	1.75%	1.75%	2.0%	2.0% pro-rated (0.66%)
Lab Monitors		1.75%	1.75%	2.0%	2.0% pro-rated (0.66%)
Invigilators		5.0%	5.0%	2.0%	2.0% pro-rated (0.66%)

IMPROVED - General Assistance and Health Benefits Fund

- The General Assistance Fund will be expanded in the second and third calendar year of the agreement to include a health benefits fund, as outlined below:

	General Assistance Fund	Health Benefits Fund	Total	Net Change
Year 1 2018	\$375,000	---	\$375,000	+\$100,000*
Year 2 2019	\$175,000	\$250,000	\$425,000	+\$50,000
Year 3 2020	\$175,000	\$275,000	\$450,000	+\$25,000

**based on 2017 General Assistance Fund at \$275,000*

The University will transfer the following funds to the local union to administer the fund (currently \$15,000 per calendar year):

- \$25,000 on January 31, 2018
- \$30,000 on January 31, 2019
- \$35,000 on January 31, 2020

NEW - Health Benefits Working Group

- A joint working group will be formed with representatives from both the local union and the University to review sector practices for the provision of health benefits
- The working group will be formed within 6 months of ratification of this collective agreement, and will deliver a report summarizing the options considered no later than December 31, 2019, which will inform the next round of negotiations

NEW - Equity and Inclusion Fund

- Ryerson University and CUPE Local 3904 support projects, events, and new initiatives that seek to enhance a respectful, equitable, diverse, and inclusive community
- Fund of \$10,000 for each year of the collective agreement will be available to support the projects, events, or equity and inclusion initiatives

NEW – Workload Tracking

- Offer letters will include a workload sheet confirming the expected hours of work breakdown based on the assigned duties for the Assistantship
- A workload tracking sheet will be completed by the Supervising instructor and Assistant after receipt and acceptance of the offer letter, and monitored throughout the appointment to ensure the hours are sufficient to carry out the assigned duties
- In cases where the hours assigned in the letter of appointment may be exceeded, the Supervising Instructor and Assistant will meet to resolve the issue, which may include the adjustment of course deliverables or any other appropriate action

NEW – Posting Announcements

- Information regarding job postings and reminders will be circulated through the YSGS Graduate Newsletter

IMPROVED – Grievance Process

- Deadlines have been extended to allow for more time to file (e.g. from 5 to 10 working days)

IMPROVED – Discrimination and Harassment Process

- Updated to reflect new University policies regarding discrimination and harassment and the role of Human Rights Services

IMPROVED – Graduate Assistants with Invigilation Duties

- Language which clarifies that any Graduate Assistants with invigilation as part of their workload assignment will be paid at the GA rate

NEW - Lab Monitor Duties

- New article which defines the duties and responsibilities of Lab Monitors, the hiring criteria and priority of appointments

IMPROVED - Electronic Performance Evaluations

- The University will move towards providing Unit 3 members with electronic copies of the collective agreement, and performance evaluation forms using PDF fillable forms

IMPROVED – Collective Agreement Definitions

- Definitions have been updated to better reflect changes in terminology regarding Ryerson departments, bargaining units and external entities (e.g. Instructor to Contract Lecturer)
- Revised language to reflect and be inclusive of all graduate students, on a full or part-time basis, where appropriate in the collective agreement
- Revised language to include gender neutral pronouns where appropriate in the collective agreement

NEW - Health and Safety

- The University confirms its commitment to a healthy and safe work environment by maintaining a joint health and safety committee