



CUPE 4600 UNIT 1 BENEFITS

HISTORY

This list of benefits has been hard-won through the long-term persistence and perseverance of members just like you. In the last two round of bargaining , your elected bargaining team secured significant improvements to the existing benefits as well as new benefits. Exact language with some instructions can be found in Articles 21, 22, 24 of the Collective Agreement (CA) and on our website: cupe4600.ca

PAID PEDAGOGICAL TRAINING

- All Unit 1 Members may access up to 5 paid pedagogical training hours for workshops and training provided by Teaching and Learning Services (TLS), the Faculty of Graduate and Postdoctorate Affairs (FGPA), and/or approved departmental offerings.
 - RAs and Undergraduate TAs may also access paid pedagogical training (5 hrs).

EMPLOYEE ASSISTANCE FUND

- **HEALTH PLAN BENEFITS:** Dental, vision, physio, massage, chiropractic, and mental health care
 - **Greenshield benefits** provided as a free top up to the Graduate Student Association's Greenshield benefits. Your ID is CTA+student number-00 (e.g., CTA100234567-00).
 - **Updates this CA:** increased dental, mental health, and childcare subsidy coverage
- **TA ADVANCE:** interest free TA salary advance of \$750 in the first month of every term (paid on the 15th). Repayment values are three equal deductions of \$250 from the first three paycheques.
- **CHILDCARE SUBSIDY:** \$9/hour for unsubsidized childcare and \$6/hr for subsidized childcare
- UHIP reimbursement for International Students
- Emergency loans

PAID SICK LEAVE

- 15 hours of sick leave per 130-hour contract with no medical documentation needed (prorated for contracts with fewer hours).
- If the 15 hours has been exhausted and illness/injury is persisting, you may be granted up to an additional 10 hours of sick leave with medical documentation. Employer will reimburse medical documentation up to a maximum of \$75.
- If all paid sick leave has been exhausted but leave is still needed, you may be granted further unpaid leave without losing priority status with satisfactory medical documentation.

EMERGENCY FUND

If you are a current TA or had a TAship within the last five months and are experiencing a financial emergency, you may be eligible for an emergency grant of up to \$400.

PREGNANCY & PARENTAL LEAVE

- Must have completed 13 weeks of service to be eligible for pregnancy leave of up to 17 weeks and parental leave of up to between 61 and 63 weeks (Article 22.08). Provide written request to the Deputy Provost.
 - For the first 6 weeks, 95% of the average weekly earnings (up from 2 weeks)
 - For the next 11 weeks, 65% of the average weekly earnings (up from 55%)

OTHER LEAVES (ARTICLE 22)

- **FLEXIBLE DUTIES:** with the approval of the course supervisor, you may arrange to exchange duties with another TA in the same course or to have another TA in the same course substitute for periods not to exceed one week at a time.
- **RELIGIOUS ACCOMMODATION:** You may request paid time off for religious observances. Requires 10 days written notice to course supervisor.
- **ACADEMIC CONFERENCE LEAVE:** You may apply for leave up to five consecutive working days up to three times a year to participate in academic conferences (pairs well with flexible duties above).
- **COMPASSIONATE LEAVE:** Upon written request, up to 15 hours of paid leave for compassionate reasons in the event of the critical illness or death of a spouse, family member, or someone considered to be a family member. If the one-way distance is more than 250 km away, up to 15 days may be granted.
- **FUNERAL LEAVE:** Upon written request, 1 day paid leave to attend a funeral or equivalent end of life ceremony of a spouse, family member, or a person considered to be like a family member in the same city of residence. If the one-way distance to attend is more than 250 km away, 2 paid days will be granted.
- **GENDER AFFIRMATION LEAVE:** With medical documentation, you may be granted a paid leave of absence of up to four weeks for medical procedures related to gender affirming care. Leave may be extended without pay upon updated medical documentation.
- **SURGERY LEAVE *(NEW)*:** With written documentation, you may be granted a paid leave of up to one week after exhausting the sick leave provisions.
- **SEXUAL VIOLENCE LEAVE:** if you require time off to deal with an incident of domestic or sexual violence, upon written request you will be granted a paid leave of up to three 3 calendar weeks with no expectation to make up the duties at a later date.
- **ARRIVAL OF CHILD LEAVE:** Duties may be rearranged or exchanged to enable a parent or legal guardian to have up to 5 consecutive working days free of duties upon the arrival of your child (by birth or adoption).
- **TEACHING LEAVE:** If you are offered an Contract Instructor position during a term in which you would normally hold a TAship, you must apply to defer your TAship (see Article 17 of Unit 2 CA).
- **COURT LEAVE:** Upon written request, a paid leave of absence of up to 10 hours per week and no more than 30 hours in an academic term may be taken and will be paid at the full rate less what the course pays for the performance of court duties (Article 22.07).