

CUPE 4600-01 (2025) Bargaining Summary

Article	Article Title	Description
	Definitions	<b>Fought off university's attempt to include weekends in working days.</b>
5	Union Security	Housekeeping in line with current practice
7	JCAA	Housekeeping in line with current practice
8	University Facilities	Union proposed a discounted rental rate for CUPE 4600 offices. University responded that no other unions or groups receive any discounted rates. <b>Withdrew in exchange for more money in the Emergency Fund.</b>
10	Grievance Procedure	Housekeeping updates that reflect current practice.
12	Discipline	Housekeeping to reflect current practice - i.e., disciplinary meetings can happen online
13	Appointments	<b>Fought off university attempt to remove priority status;</b> RAs will now receive an assignment of duties form; TAs will not normally be assigned to more than 2 courses with distinct materials/duties.
14	Hours of Work	Hard cap on weekly hours at 20 hours (average to remain 10 hrs/week); increased work hiatus for thesis/dissertation defense from 5 to 7 days
15	Working Conditions	If the hours allocated to mark an assignment are more than 20, TAs will receive up to an additional five working days to complete marking.
16	Resources	Housekeeping to reflect current practice - i.e., an office landline does not need to be provided to TAs
21	Sick Leave	University proposed to remove the provision for additional 10 hours; <b>Returned to status quo.</b>
22	Leave of Absence	Established a week of paid surgery leave; improvements to bereavement leave with regard to distance of travel as well as the ability to take a bereavement leave of absence and defer the remaining hours in the TAship. All Members can now access domestic and sexual violence leave (used to be only those pursuing a formal investigation through the University).
23	Salary	2.5%, 2.5%, 2.5% for both Grad and Undergrad TAs.
24	EAF	Increased the fund from \$485,000 to \$500,000 annually. <b>Increases to dental coverage from 20% capped at \$1500 to 50% capped at \$3000;</b> increase in Mental Health coverage from \$200 to \$350; Childcare subsidy increase from \$6/hr for unsubsidized and \$3/hr for subsidized childcare to \$9/hr for unsubsidized and

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		\$6/hr for subsidized childcare.
25	Duration	3 years. New CA expires August 31, 2028.
28	Accommodations	No retaliation or reprisal for requesting an accommodation. In cases of an alleged violation of this clause, the Union may present a grievance directly at Step Two of the grievance procedure.
29	Emergency Fund	University attempted to strike the Article from our CA entirely. Not only did the Union negotiate to keep the Article, <b>the fund doubled from \$20,000 annually to \$40,000 annually.</b>
XX	UCP & End of Term Work	TAs will be informed by the middle of the term if there will be grading required after the end of the exam period/end of term. TAs can either accept the work or have their duties rearranged to complete their hours before the end of term.
XX	Official University Closure	In emergency circumstances (e.g., pandemic, natural disaster, etc.) where the university closes, Employees will receive their regular salary and health benefits through to the end of their current appointment. If the closure lasts more than 2 weeks, the university must consult with the union on a back-to-work plan and where appropriate, Assignments of Duties will be revised.
LOU	EAF Greenshield Coverage	Supplementary to EAF outlining percentage and monetary caps to the Greenshield benefits listed above.
LOU	Artificial Intelligence Committee	A committee with members of both Parties to explore the impact of AI on working conditions with the aim of preparing a report containing recommendations to be submitted by Dec. 31, 2027. The Provost must respond within 3 months. The University “affirms that it <b>does not have any current intention to diminish the role of Teaching Assistants</b> as a result of the introduction or use of AI tools” and agrees that it will <b>not knowingly submit Members’ data and/or intellectual property to any AI or Machine Learning Model.</b>
LOU	Workload Complaint Process	Members who are assigned to two or more distinct courses or where the number of students has increased without an increase in TA support and have concerns about their workload may follow the steps in this LOU to submit a workload complaint to their course supervisor within the first 30 days of the TAship. Provisions to escalate the matter to the Departmental Chair/Academic Head and then the Dean if the TA is not satisfied with the response.