

Unit 1 Tentative Agreement: Summary of **Financial** Changes as Presented February 27, 2015

	Expired Collective Agreement	Tentative Agreement
“Across the board” wage increases	Employer had proposed a “net-zero” compensation Framework at the commencement of bargaining.	4.5% increase to all wage and salary rates during of the 3.8 year tentative agreement* * May 1, 2014 – April 30, 2015 = 1% * May 1, 2015 – April 30, 2016 = 1% * May 1, 2016 – April 30, 2017 = 1.25% * May 1, 2017 – December 31, 2017 = 1.25%
Total financial assistance funds	\$1,477,000 annually (all administered by Union)	\$2,300,000 in total annually** (\$1,600,000 administered by Union * \$1,200,000 Financial Assistance Fund move into Agreement * \$400,000 Graduate Bursary (for Unit 1 members of the funded cohort receiving the minimum level of guaranteed funding \$700,000 administered by Employer as Tuition Assistance Fund)
Health Care Spending Account	\$2,800,000 annually	\$3,200,000 annually commencing September 1, 2015 \$400,000 reimbursement to Union for HCSA overspending in 2013/14 \$400,000 reimbursement to Union for HCSA overspending in 2014/15 \$3,200,000 employer contribution commitment If Union agrees to mutually-negotiated Group Insured Healthcare Plan, effective September 1, 2015, if agreed by May 15, 2015. If no agreement default is a continued \$3,200,000 HCSA.
Maximum Hours Calculated Toward Funding Package	205 hours maximum No limit on use of RA work ***	200 hours maximum as of September 1, 2015 190 hours maximum as of September 1, 2016 180 hours maximum as of September 1, 2017

* Wage rates implemented in bi-annual increments, as detailed in presentation and in MOS sent to members

** New Employer-administered Tuition Fund and Union-administered Graduate Bursary Fund (for members of the funded cohort receiving the minimum funding guarantee) in effect as of September 1, 2015

*** Employer letter regarding departmental prohibition on increasing use of RA work towards funding package

Summary of NEW Funds

New: Tuition Assistance Fund - tuition relief for PhD students who are past guaranteed funding but who have not yet begun the “post-7” funding	Formerly had Senior Students Fund of \$250,000. That money can now be reallocated.	\$700,000
Graduate Student Bursary Fund funding-package top-ups to Unit 1 members who receive only the minimum guaranteed funding amount (currently \$15,000/year)	NONE	\$400,000 (potential increase to \$600,000 using Financial Assistance Funding available for this purpose)