



# Where have we seen progress or agreement?

- The Parties have agreed to the following:
  - Anti-Discrimination - a right to be referred to by self-identified gender pronouns
  - Postings- preference in hiring for Indigenous, Inuit, and Metis scholars for postings in Indigenous Studies Dept.
  - Access to email for 12 months following end of appointment
  - Additional seat on health and safety central committee for postdocs
  - Stronger language to not have to work on statutory holiday
  - Supplementary Benefits (ie/ paid leave) expanded to include miscarriage, stillbirth, and adoption



# Where have we seen progress or agreement?

- The Parties have also agreed to the following or we have seen substantial movement from the employer in the following areas:
  - Vacation – ability to carry over and use within 4 months of next calendar year, and ability to receive payout for all unused vacation at end appointment
  - Access to leave, without loss of pay, for members requiring leaves for reproductive health and well-being and gender-affirming care
  - An additional 5 days leave, for those with pay, who require domestic violence leave
  - We have secured monetary gains to the professional development fund (up to \$80,000 from the current \$47,500 by September 1, 2023)
  - Expanded Health Care Spending Account to include support for reproductive health and well-being and gender affirming care (the specific increases to the fund remain an item to be negotiated)



# What is left on the table?

## The Following Priority Issues are Outstanding:

ISSUE:	UNION PROPOSAL:	EMPLOYER RESPONSE:
<b>Contract Duration</b>	2 years (to be in line with the proposed Unit 1 contract expiration)	4 years
<b>Yearly Wage Increase</b>	5%, plus cost-of-living allowance in each of the two years	No yearly wage increases
<b>Base/Minimum Pay (currently at \$36,200 per year)</b>	Effective on ratification, \$45,000 Effective September 1, 2023, the minimum salary will be \$47,500	\$40,000 effective on ratification (and frozen for three years) Effective September 1, 2025, \$45,000.
<b>Pension</b>	Access to Multi-Sector Pension Plan, with employer making a contribution equivalent to 5% of wages, employee contribution equivalent to 1% of wages	No pension or access to retirement security
<b>Postdoctoral Support Fund</b>	Expand to \$60,000 per year (up from current \$40,000)  Expand max entitlement to \$750 per year (up from \$500)  Expand criteria to include moving costs, clarify that childcare costs are ongoing	The employer is proposing to end this fund and pay each member \$500 as a one-time payment



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ISSUE:	UNION PROPOSAL:	EMPLOYER RESPONSE:
<b>Benefits</b>	<p>Immediate access to an enhanced SunLife Plan for paramedical benefits</p> <p>The issue with benefits is really one of timing. Postdoctoral fellows need immediate access to improved benefits and should not have to wait until a 4<sup>th</sup> year to see these increases</p>	<p>Access to an enhanced Sunlife Plan for paramedical and dental benefits as of September 1, 2025 (final year of 4 year agreement)</p>
<b>Grant Clawback</b>	<p>The union has proposed language that would prohibit the employer from your supervisor clawing back or reducing wages if you secure an external grant</p>	<p>Status quo, which permits your supervisor to offset/reduce your wages dollar-for-dollar if you secure an external grant</p>
<b>Workload</b>	<p>Meeting with supervisor at outset of appointment to discuss and agree to workload</p> <p>Weekly form to submit hours of work</p> <p>Limit of 50 hours maximum in a single week (currently 60)</p>	<p>No changes to current language</p>