

**Union proposals for
renewal Collective
Agreement negotiations**

**between U of T and CUPE
3902, Unit 5**

*Without prejudice or precedent.
Subject to errors and omissions.
The Union reserves the right to
introduce additional proposals.*

October 16, 2023

Proposal #2

ARTICLE: XX STUDENT TRAINING PROGRAM

Some Postdoctoral Fellows supervise and train students during the course of their research appointment. The Employer must obtain written consent from a Postdoctoral Fellow before assigning a student to a postdoctoral fellow. The Employer will provide a postdoctoral fellow four (4) weeks notice of such a proposal.

XX.XX In the proposal, the Employer will include the length of time the postdoctoral fellow will be expected to train a student, including how many hours of training is expected per week averaged over a monthly pay period. // In the proposal, the Employer and Postdoctoral Fellow will discuss the roles, responsibilities, period of training, and how many hours of training is expected weekly.

XX.XX A postdoctoral fellow who accepts the proposal to train a student will receive a minimum monthly stipend of \$500, in addition to their regular pay.

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Proposal #3

ARTICLE 27: PROFESSIONAL **ACTIVITIES AND** DEVELOPMENT

27:01 In each year of the ~~2017-2019~~ **2023 -** collective agreement, Postdoctoral Fellows will be entitled to take ~~three (3)~~ **five (5)** days off work without loss of pay per year of active employment (or part thereof pro-rated in half-day increments) to attend conferences, courses, or pursue any other activities that help advance their professional and/or general career development. Scheduling of such days must be requested by the employee as far in advance as practicable and must be approved by the supervisor.

An employee may make a request to the employee's supervisor for pay in lieu (pay for a 100% FTE employee would be calculated on the basis of 2080 hours/year in order to calculate the hourly rate and then 8 hours/day for calculation of the pay in lieu) of some or all of the ~~three~~ **five** days off work provided for in this article in order to defray expenses related to the employee attending such conferences, courses or other activities that help advance their professional and/or general career advancement. ~~Approval of any such request is at the sole discretion of the supervisor and shall not be subject to the grievance and/or arbitration provisions of the Collective Agreement.~~

27.0X Postdoctoral Fellows who are requested by their supervisors to take part in research or attend conferences in their area of expertise shall be reimbursed for any expenses for travel and accommodation incurred for these activities.

27.0X Professional Development Expense Reimbursement Fund

A Postdoctoral Fellow may take part in research or attend conferences in their area of expertise that is not requested by their supervisors. With prior approval from the Department, a Postdoctoral Fellow may be reimbursed for eligible expenses incurred for these activities, up to \$1000 per fiscal year. Any balance remaining may be carried forward from one fiscal year to the next.

With approval from the Department, the Employer shall reimburse Postdoctoral Fellows for the following expenses: