

**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.*
November 23, 2023
Proposal # 11

Article XX Relocation Expenses

The Employer actively recruits from locations both internationally and domestically that require successful candidates to relocate to maintain employment in this bargaining unit. Members of this bargaining unit who must relocate 100 kms or more to maintain employment in this bargaining unit will be eligible for up to \$5000 in relocation expense reimbursements. The following list of expenses will be reimbursed automatically, however other expenses not listed will be considered on a case by case basis:

Travel and transportation costs, including airfare

Moving expenses

Accommodations (overnight accommodations while travelling and temporary housing upon arrival)

Storage costs

First and last month's rent

Cell phone activation fees

Utilities

First month food expenses

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Proposal # 12

Article XX: Orientation Sessions for Postdoctoral Fellows

XX.01. The Employer recognizes the importance of providing postdoctoral fellows with comprehensive information to facilitate their smooth integration into the academic and social fabric of the institution.

XX.02. The Employer shall conduct quarterly in person orientation sessions, with a hybrid option, on each campus on the following schedule:

September, January, April, and July

XX.03. Content of Orientation:

- a) **The orientation session shall include, but not limited to, the following topics:**
 - a. **Terms and conditions of employment;**
 - b. **Accommodation options and assistance available to international postdocs;**
 - c. **Health insurance (UHIP, OHIP, benefits) and campus health clinics, including how to access them; and**
 - d. **Available childcare facilities and services.**
- b) **The Employer shall ensure that the content of the orientation is updated regularly to reflect any changes in the aforementioned areas.**

XX.04. Union Representation:

- a) **A Union representative shall be entitled to attend and have the right to speak to employees for a period of thirty (30) minutes, informing them of their rights as Unit 5 members and answering any related queries.**
- b) **The Employer shall provide the Union with a minimum of two (2) weeks' notice prior to any orientation session and a list of participants to allow for adequate preparation.**

XX.05. Non-Discrimination and Equal Opportunities:

The Employer reaffirms its commitment to providing equal opportunities to all postdoctoral fellows. The orientation sessions shall be designed and conducted in a manner that ensures no discrimination against any fellow based on nationality, family status, or any other protected ground.

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Article XX Postdoctoral Fellowship-to-Faculty Hiring Pool

The Employer will create a hiring pool of former members of this bargaining unit that will be given priority for faculty positions at the University. Former members of this bargaining unit will comprise no less than ten (10%) percent of all new faculty positions annually.

Article XX Unit 3 Hiring Priority

Notwithstanding the hiring priority status of advanced Sessional Lecturers in Unit 3 or any articles or provisions in the Unit 3 collective agreement, former members of this bargaining shall have hiring priority for Unit 3 appointments.