

Ratification Date: November 16, 2005

KEY ELEMENTS OF SETTLEMENT – UNIT 3

Length of Agreement:

- A 3-year contract expiring August 31, 2008

Salary:*

- **9.27%** (compounded) increase over the 3-year contract allocated as follows:
 - 3% increase in the first year (Full Graduate Assistantship = \$8,216)
 - 3% increase in the second year (Full Graduate Assistantship = \$8,463)
 - 3% increase in the third year (Full Graduate Assistantship = \$8,717)

Graduate Financial Assistance:

- Fall term 2005 - \$320
- Winter term 2006 - \$360
- Fall term 2006 - \$440
- Winter term 2007 - \$480
- Fall term 2007 - \$560
- Winter term 2008 - \$590

GA Summer Assistance (NEW)

- Individuals who hold a fall/winter Graduate Assistantship and who are registered in the subsequent summer term will receive GA Summer Assistance as follows: \$700 in summer 2006; \$775 in summer 2007; and \$850 in summer 2008.

Benefits

- The obligatory 4-month waiting period for benefits has been eliminated
- The minimum eligibility threshold of .5 of a GA'ship appointment has been eliminated
- Unit 3 employees are now eligible for family benefits coverage

Enhanced Maternity Leave

- Maternity Leave entitlement has been increased to 17/35 from 12/35

Enhanced Caregiver Leave

- Caregiver Leave entitlement has been increased to 8/35 from 4/35

Compassionate Leave (NEW)

- Unit 3 employees are now eligible for up to 4 weeks of paid compassionate leave.

GA Bursary Fund (Currently \$150,000)

- Year 1 – increased to \$162,000
- Year 2 – increased to \$174,000
- Year 3 – increased to \$189,000

Childcare Funds (Currently \$23,000 spread across all 3 units)

- Increase to \$34,500