

The Unit 1 membership holds the following principles as central to its bargaining:

- Graduate research is work that should be directly and unambiguously bargainable.
 - There should be no tuition fees.
 - All workers should have a living wage and safe, supportive working conditions.
 - We bargain as one unit but we live and campaign as a Local across campuses, as a community of workers across sectors, as a movement across borders.
 - A university that exploits its own academic labour imperils the future of all academic labour.
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Compensation

Unit 1 members need more money in their pockets. 98% of members surveyed made a top priority of increasing their compensation, which comes from a variety of sources including bargaining unit work and funding.

While the Employer tries to draw a line between members as workers and members as students or postdocs, these statuses are interconnected and interdependent. We will therefore continue to strengthen our ability to address the funding package through bargaining.

As Unit 1 members, we demand:

- an increase in minimum funding to \$20,000 (we WILL NOT table proposals to the Employer that do not achieve this), written into our Collective Agreement
- an increase to the Course-Instructor rate to \$10,000 per half course
- real wage increases across all job categories that are not eroded by increases to the cost of living
- an increase in vacation pay to 6%

Health Care Benefits

Our members demand higher value, more inclusive and more accessible healthcare benefits. 42% of members surveyed selected healthcare as a top priority.

As Unit 1 members, we demand:

- improvements to mental health coverage through, for example, higher per-visit amounts, higher costs caps and an expanded range of covered services
- improvements to other benefits, including HCSA for members and dependents and higher per-visit amounts and cost caps for various services
- a reduction in the hours of work required to access the plan
- a Trans Fund to cover unmet health-care costs and other gender affirmation expenses

Equity

49% of our members identified as being part of an equity-seeking group. Members have consistently supported gains for equity-seeking groups.

As Unit 1 members, we demand:

a fund for trans workers to cover gender affirmation expenses and other health needs
stronger protections against discrimination and harassment, including the integrity of our Union's grievance rights in cases of sexual harassment and sexual violence

support for domestic- and sexual-violence survivors, including but not limited to a ways-and-means fund for communities impacted by violence, and leave and trauma informed education

better paid and more accessible pregnancy and parental leaves, with the goal of providing \$10,700 over 35 weeks through some combination of bursary or employment benefits

employment equity language to ensure a fair and transparent hiring process

immigration, international student and non-status support

improved employment accommodation process and access

commitment from our Employer and ourselves to respond to the calls of action from the Truth and Reconciliation Commission of Canada, which could include creating a working group with the Employer and/or dedicated financial assistance

Working Conditions

Almost $\frac{3}{4}$ of our members have identified the reduction of the Teaching Assistant and Course Instructor workload as a top priority. The Employer makes it challenging, inconvenient and uncomfortable for members to get paid for the hours they work; we need to make the overwork process accessible.

As Unit 1 members we demand:

- a more accessible overwork review process and guidelines for work timelines and expectations in order to prevent overwork
- a reduction in tutorial and lab sizes conducive to safe and effective teaching and learning
- protections for workers teaching online, including equivalency in pay, bargaining rights and class sizes
- an increase in the insurable hours for Course Instructors
- a fairer and more transparent hiring process for all, with the removal of student evaluations from hiring decisions and better access to teaching work for postdocs
- safe working conditions for all of our members, including planned asbestos abatement, mental health support, and protection from harassment

Unfunded Workers

More than 50% of members chose tuition support as a top priority. It is imperative that we continue to fight for members without funding.

As Unit 1 members, we demand:

- better access to work and near zero tuition for members who are beyond the funded years of their program
- better access to work and a doubling of the Unfunded Students Assistance Fund for professional doctoral, professional masters, unfunded research masters and undergraduate members who are not in funded programs