

Tentative Agreement on Withdrawals and Reopener

The Union withdraws its proposals on Childcare Subsidies, Relocation, Past Practices, Subcontracting, Campus Facilities, Professional Development, Tuition Reimbursement (including Conference and Workshop subsidies), International Postdoc Rights (except for the TA on section 6), and Tax Assistance. The University withdraws its proposal on Effect of Agreement.

This Agreement may be reopened for the purpose of negotiating childcare subsidies, Tuition Reimbursement (including Conference and Workshop subsidies), and section 5 of the Union's initial proposal on International Postdoc Rights. The Union may effectuate the reopener by notifying the University in writing by October 1, 2020, of its desire to do so. This agreement to reopen preserves any and all rights the University may have to challenge these proposals, including but not limited to being outside the mandatory scope of bargaining, and the agreement to a reopener may not be used for or against either party's position with respect to whether any of these proposals are non-mandatory subjects of bargaining.