

Date: February 3, 2012

Subject: Error in Tuition Increase Assistance for TA's CUPE 4600- Unit 1

BACKGROUND:

Article 23.04 of the CUPE 4600 Unit 1 TA's collective agreement provides for tuition increase assistance in the form of a payment in the difference between the current tuition paid by the employee and the Reference fees. During the year 2008 round of negotiations, the article was changed to provide a tuition freeze for new hires (who work at least 65 hours per term) appointed after May 1, 2009 at the tuition rates in place at the time they are hired rather than the previous 2005 tuition rates. TA's hired prior to April 30, 2009 continued having their tuition frozen at the 2005 rate.

In years 2010 and 2011, the reference fee date of year 2009 was incorrectly applied across the board for new hires. The overpayments occurred during the winter 2010 term, summer 2010 term, fall 2010 term, winter 2011 term, summer 2011 term and fall 2011 term.

Proposed plan of action to recover?

Recovery for all students should begin as soon as possible. Recovery payments will start on the mid February 2012 pay and continue over the remaining pay periods during this semester.

Sample Financial Impact on Students

Low \$89.00 overpaid \$14.83 to be paid over 6 pay periods.

Average \$212.50 overpaid \$35.44 to be paid over 6 pay periods.

High \$1,022.00 overpaid \$170.33 to be paid over 6 pay periods

HR will be forwarding an email notification to the affected students so that they are aware of the error, the amount to be recovered and how we plan on recouping the overpayments over six pay periods.