



Representing **Teaching Assistants, Contract Faculty, Graduate & Research Assistants, Part-Time Librarians & Archivists, and Canadian Observatory on Homelessness Workers** at York University

June 10, 2026

Alex Brat
Assistant Vice-President, Labour Relations
Room 276E York Lanes
York University
4700 Keele St, Toronto, ON M3J 1P3

RE : NOTICE TO BARGAIN - Canadian Union of Public Employees (CUPE), Local 3903 and York University

Please be advised that pursuant to the *Labour Relations Act* 1995, c. 1, Sched. A, s. 59, CUPE 3903 hereby serves notice of its desire to bargain a renewal Collective Agreement within the 90-day statutory period to commence bargaining for each of the 2023-2026 Units 1, 2, and 3 Collective Agreements.

CUPE 3903, in preparation for negotiating the renewal of the existing Collective Agreement, in good faith requests the disclosure of the following items:

Collective Agreement Language & Equity Issues

- A full members list, with emails, addresses and phone numbers as per CA article 22, including self-identified equity groups;
- An updated list of conversions that outlines the number of members recommended for conversion, the number converted, and how long each converted member was in the pool before receiving conversion;
- Total number of tenure-stream appointments for academic years 2020–26, broken down by year and hiring unit;
- Information on non-renewal of LSTAs, as relates to equity groups in particular;
- Total number of 12.04.1(i) appointments for the past five academic years, including breakdown of hiring units;
- Detailed report on Ticketed Course Directorships including the number of applicants, the number of appointees who self-identify as a member of one or more equity groups, and representation for each employment equity group for the last 3 years;



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- Frequency of course design by members of 3903 pursuant to article 12.22 of the Unit 2 Collective Agreement;
- Detailed report on the number of complaints of sexual harassment, gender-based harassment, racism and/or ethnic harassment including the number of complaints made by members for the last 3 years;
- Detailed report on appointments made as per equity guidelines in Unit 2 CA Article 12.04.1(ii), and remedies made under the LOU on Priority for Indigenous or Racialized Candidates;
- Detailed report on the employer's methodology of implementing employment equity requirements under FCP and CA, including LSTA and Conversion hiring processes;
- Equity breakdown (from the self-ID employment equity surveys) of Conversions and LSTs since the implementation of the self-ID employment equity surveys;
- Detailed report on the number of requests made in the last 3 years for religious accommodations, family status accommodations, and medical/disability accommodation broken down by bargaining unit and hiring unit
- Data Subject Access Request (DSAR): Disclosures on data collection and data privacy of members by the Employer (i.e. where is our data stored, what is the location of data centre? Is it in Canada? Is it going to be in the new Etobicoke data centre? What is the partnership with LinkedIn and how does it use employees' data? For more info: <https://dataprivacymanager.net/what-is-data-subject-access-request-dsar/>);
- Copies of documents/forms faculty and GPDs must complete to make use of Alternative Funding Package (AFP) funding;
- A copy of all communications to faculty members in accordance with article 3.05 of the Unit 3 collective agreement, including the dates on which each was sent to faculty;
- A list of Graduate Assistant assignments for the contract years 2023-2026.

Wages & Benefits

- Total monetary value of the Collective Agreements for the past 10 years;



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- Financial reports from all employer adjudicated and co-adjudicated funds, including where applicable the number of applications accepted and rejected per year since 2023, including the following funds: Books/Supplies Fund, Graduate Student Bursary Fund, Masters Bursary Fund, PhD Completion Fund, Thesis Allowance, UHIP Fund, Professional Expense Reimbursement Fund, Tuition Reimbursement, Tuition Waiver, Kilometrage Allowance, Conference Travel Fund, Research Costs Fund, Teaching Development Fund, Research Leave, Research Grants Fund, and Travel Costs Fund;
- Breakdown of 2023–2026 CSSP appointments by type (e.g. CD, practicum, lab, studio, tutorial, etc.) and by Faculty and hiring unit;
- Total CSSP Guarantee (Payout) for 2023–2026;
- Number of YUFA retirees teaching in CUPE unit 2 since 2023 for each contract year categorized by hiring unit;
- A list of Undergraduate Unit 2 assignments by hiring unit for 2023–2026;
- Number of Unit 1 Masters students appointed to Tutor 1 positions since 2023 for each year categorized by hiring unit;
- Number of applications to the Graduate Assistant Training (GAT) Fund, all GA postings, and an itemized breakdown of distributions from the GAT Fund;
- Copies of all Research Assistant postings, for academic years 2023-2026;
- A list of all Research Assistant appointments, including job description, for academic years 2023-2026;
- Totals and list of members on AFP since inception in 2021;
- Annualized costing breakdown by unit, dependents, and service/expense category for the Group Dental Plan, Group Drug Plan, and Group Vision Care Plan, and Paramedical Services for the contract years 2023-2026;
- All financial reports or audited statements of the Sun Life benefits plan for the last 3 years;
- Total cost for UHIP in the contract years 2023-2026, broken down on an annualized basis;



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- Number of dependents whose benefits were paid under UHIP 2023-26;
- Employer plan for designating supervisors pursuant to the Occupational Health & Safety Act, and communicating that list to Employees and the Union;
- A list of all employees currently enrolled in the Sunlife/York University Health Benefits Plan and total number of dependents registered.

Retirement and Severance

- Total number of CUPE 3903 employees eligible for the York University Pension Plan in each of the contract years 2023-2026;
- Total number of CUPE 3903 employees who registered in the York University Pension Plan in each of the contract years 2023-2026;
- Total number of CUPE 3903 employees with active pensions under the Plan between 1985-2025;
- Text of all versions of the York University Pension Plan (YUPP), in use between 1982-2026;
- Calculation of pensionable years for retired members of CUPE 3903 (example and average) for the contract years 2023-2026;
- Total number of CUPE 3903 members who registered for the Time-Limited Severance Program (TLSP) by year in the contract years 2023-2026;
- Total number of CUPE 3903 members who registered for the *Letter of Agreement Severance Program For Contract Faculty With PKIN Assignments* in 2023-2026;
- Current value of the Post-Retirement Benefits fund; provide an accounting of the use of the fund on an annualized basis for the last 5 years, separated per service;
- Number of employees currently enrolled in the Post-Retirement Benefits plan, and total number of dependents registered.

Miscellaneous

- York University enrollment data (undergraduate) broken down by Faculty since 2023;



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- Existing and proposed academic planning documents;
- Full financial statements of the University for the last 3 years including projections for the coming 3 years and an accounting of all funds;
- Copies of all Employer policies;
- Complete list of locations and systems where YU AURA is currently in use or planned for implementation.
- Provide “heat” maps of the Keele, Glendon and Markham campuses for facilities identified by the Employer or the Joint Health and Safety Committee as requiring repairs, and for other facilities where operational deficiencies or workplace hazards have been identified by or to the Joint Health and Safety Committee.

Please confirm when you will be providing this information.

Note: The Union reserves the right to seek further information as needed to facilitate this round of bargaining. Please contact the Union to arrange mutually agreeable dates for negotiations once the above information has been supplied.

Sincerely,

Zoë Newman
Chairperson, CUPE 3903