

July 22, 2026
WITHOUT PREJUDICE
York University and CUPE 3903 Collective Bargaining
Employer's Broad Themes of Interest for these negotiations (non-exhaustive list and in no particular order):

Bargaining Process

- Work with the Union to ensure an effective negotiations process based on the fundamental principles of bargaining in good faith at all times and making every reasonable effort to renew the Collective Agreements without a labour disruption

Decolonization, Equity, Diversity & Inclusion ("DEDI")

- Discuss adding the new Land Acknowledgement to the Collective Agreements
- Discuss other possible pathways to advance DEDI at the University

Compensation

- Provide equitable compensation for employees in these bargaining units that reflects their valuable contributions within the context of the University's current financial circumstances and commitment to achieving a balanced budget by 2028/2029

Fund Optimization

- Review utilization of all funds and discuss possible ways of optimizing available resources

Tenure Stream Appointments

- Discuss the importance of competitive collegial search processes for tenure stream appointments

Long Service Teaching Appointments ("LSTAs")

- Discuss possible optimization of the alignment between academic unit teaching requirements and the expertise of the LSTA eligible employees in the bargaining unit

Appointment & Posting Processes

- Discuss mutually beneficial optimization of appointment timelines and any other aspects that could improve the process(es)

Evaluations

- Discuss ways of making the informal and formal evaluation processes more effective to better serve their intended purpose

Grievances

- The University is interested in discussing the possible cause(s) for the significant increase in the number of grievances during the term of the current Collective Agreements and potential solution(s)

Letters of Intent/Agreement/Understanding

- Discuss renewing, amending, or deleting Letters of Intent, Agreement, and Understanding as applicable (TBD)

Housekeeping

- Various items; to be discussed
- Reorganization of various collective agreement clauses dealing with taxable and non-taxable income