

CUPE 3903 Bargaining Proposals Summary Table (for Employer)

2026–29 Renewal Collective Agreements for Units 1, 2 & 3

2026-08-04

CUPE 3903 proposals are tabled without prejudice to the Union's tabling of additional, new and/or amended proposals during collective bargaining negotiations, and the Union's interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed, any article or provision that expires during the life of the 2023–2026 Collective Agreement is hereby renewed.

Name / Unit /Article #	Description
[LENGTH OF CONTRACT]	Proposes a 3-year renewal agreement (same as all CAs since 2002).
SALARIES (INCL. U1/U3 GIA/GFA)	
SALARY RATES, incl. U1/U3 GIA & GFA U1 10.04.1 SALARY RATE; 15.04.1 Authorized Replacement Rate U2 10.04.1 SALARY RATE; 15.03.1 Authorized Replacement Rate; 10.03.1 GIA; 10.12 GFA U3 10.02 REMUNERATION FOR GRADUATE ASSISTANTS; 10.02 GIA; 10.07 GFA	Provides 4% per year across-the-board pay increases, including U1/U3 GIA (Grant-in-Aid) and GFA (Graduate Financial Assistance)
SUN LIFE BENEFITS	
DENTAL PLAN U1 10.14 U2 10.11 U3 10.10 BENEFITS (1)	• Increase total coverage by 25% (from \$3,000 to \$3750) • Increase major dental procedures coverage (from 85% to 100%) • ADD Orthodontics coverage (85%)
DRUG AND PARAMEDICAL SERVICES PLAN U1 10.16 U2 10.13 U3 10.10 BENEFITS (2)	• Increase by 25% the maximum per specialty (from \$2,000 to \$2500) and total paramedical (from \$3,000 to \$3,750) • ADD Acupuncturists and Osteopaths to covered specialties. • ADD Hearing device costs not covered by Ontario's Assistive Devices Program to maximum of \$500 per hearing aid, or \$1,350 per hearing system, every 36 months • ADD Orthopedic footwear (\$500 orthotics, \$2,000 shoes) every 24 months
VISION CARE PLAN U1 10.17 U2 10.14 U3 10.10 BENEFITS (3)	• Replace current \$400 maximum with individual service maximums: eyeglasses (\$500 single vision, \$700 multifocal), contact lenses (\$500), eye exams (\$120), laser eye correction surgery (\$1,000)
ALL UNITS	

Name / Unit /Article #	Description
UNION MEMBERSHIP AND DUES U1/U2/U3 3.06 PRINTING AGREEMENT U1/U2 21.03 U3 13.02	Relocates administrative articles out of Article 4 DISCRIMINATION AND HARASSMENT and moves them to relevant locations: Article 3 MEMBERS REPRESENTED and Articles 21 (U1/U2) and 13 (U3), which deal with Union office space, etc.
SEXUAL, GENDER AND GENDER IDENTITY HARASSMENT U1/U2/U3 4.03.4 RACIAL AND ETHNIC HARASSMENT U1/U2/U3 4.04.3	Updates reporting practice on complaints relating to both sexual, gender and gender identity & racial and ethnic harassment. Fixes dates by which reports must be shared with union and clarifies where information to be drawn from, to improve quality of information collected and shared and better reflect current practices.
ACCOMMODATIONS U1/U2/U3 4.05	Centralizes disparate articles on workplace accommodations (from Art. 4.01, 15 (U1/U2), 11 (U3)) into a new 4.05 ACCOMMODATIONS article. Updates language to refer to Employee Well-Being.
ACCOMMODATIONS U1/U2/U3 4.05.6 [NEW]	Employer pays for documentation required from members to submit to prove they need workplace accommodations (as with Sick Leave documents).
ADVISORY COMMITTEE ON RACE/ETHNIC RELATIONS AND HARASSMENT U1/U2/U3 5.02 EMPLOYMENT EQUITY COMMITTEE U1/U2 5.03.1 U3 5.03	Updates the composition of two joint labour-management committees to reflect current practices.
GRIEVANCE PROCEDURE (STEP TWO) U1/U2/U3 6.05	Updates whom a Step Two grievance is submitted two, reflecting that not all policy grievances involve Deans.
MEDIATION-ARBITRATION [NEW] U1/U2 7.09–7.14 (and 6.06) U3 7.08–7.13 (and 6.06)	Creates a Mediation-Arbitration process to regularize the informal mediation-arbitration process the Parties already engage in, speeding resolution & reducing arbitration costs.
DISCIPLINE U1/U2/U3 8.01.1 JUST CAUSE	Prevents discipline based on student comments/evaluations on third-party, online platforms.
DISCIPLINE U1/U2/U3 8.03.1 STEP ONE: NOTICE OF MEETING	Notice of Meeting shall include all corroborating evidence on which complaint is based.
ARTIFICIAL INTELLIGENCE [NEW] U1 10.05.7 Technology and Instruction U2 10.06.9 Intellectual Property Definitions U3 15.08.3 Technology	Protects against replacement or reduction of bargaining unit work by AI technologies. Requires the employer to obtain union consent before adopting tools affecting bargaining unit work. Provides additional intellectual property protections.
LONG-TERM DISABILITY PLAN U1 10.15 U2 10.12 U3 10.10 (6) [NEW]	Updates/clarifies U1/U2 LTD language. Adds LTD coverage to U3 CA.

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HEALTH AND SAFETY U1/U2 15.02 U3 11.04 Also affecting U1/U2 10.02, Appendix B U3 10.01, Appendix E	• Adds specific air quality language to U1/U2 15.02.1/U3 11.04.1 • Requires Written letters of Offer to include link to training sessions • Requires Employer / Hiring Units to inform supervisors of training requirements • Requires workload meeting to address training hours • Changes number of JHSC certified members from 3 max to at least 3 • Adds modified version of YUSA JHSC appendix language to clarify JHSC structure and roles • Makes HSEC a joint-committee, rather than Employer-controlled one
EXECUTIVE SERVICE U1 15.09.1 U2 15.08.1 U3 11.05.3	Increases the fund for executive honoraria from current value of 10 course directorships (CDs) to 12 CDs/year in 2026–27 and 14 CDs/year in 2027–28
PARTICIPATON U1 15.11; 15.11.4; APPENDIX H U2 15.10 U3 11.15 PARTICIPATION [NEW]	• Creates a repository of faculty/departmental governance documents. • Adds Experience Credit for Participation to U1 CA • Adds participation language to U3 CA [NEW]
CHILDCARE FUND U1 15.13.2–15.13.4 U2 15.12.2–15.12.4 U3 15.09.1–15.09.3	• Increases annual Employer contribution to \$302,000 (+\$26,005) in 2026–27, \$312,000 (+\$10,000) in 2027–28, and \$322,000 (+\$10,000) in 2028–29 • Adds extra \$5,000/year for members’ subsidies at 2 campus childcare centres • Updates disbursement language
PROFESSIONAL DEVELOPMENT FUND U1 15.16 U2 15.19 U3 19	Increases Employer’s PDF fund contributions to \$185,000 (+\$39,570) in 2026–27, \$210,000 (+\$25,000) in 2027–28, and \$235,000 (+\$25,000) in 2028–29
FUND PROTECTION U1 15.24 U2 15.29 U3 21.01	Updates dates and adds Post-Retirement Benefits fund to the list of protected funds in U2 CA
CUPE 3903 BENEFITS FUND U1 15.27 U2 15.30 U3 22	Increases Employer’s fund contributions to \$510,000 (+\$23,698) in 2026–27, \$525,000 (+\$15,000) in 2027–28, and \$540,000 (+\$15,000) in 2028–29
SUPPORT FOR RACIALIZED EMPLOYEES U1 15.30 U2 15.32 U3 29.01	Provides for annual renewal of Support Fund and simplifies the Union’s reporting requirements.
MENTORING U1 15.31	Provides for annual renewal of Mentoring fund

Name / Unit /Article #	Description
U2 15.33 U3 30.01	
EMERGENCY LEAVE U1 17.18 U2 17.19 U3 16.05	Adds examples of common reasons members request Emergency Leave and increases the paid leave time to four weeks in a fall-winter course or two weeks for a single-term course. The inclusions would make it easier for members to request and receive leave by clarifying common circumstances in which it has been used.
INDIGENOUS LEAVE [NEW] U1 17.22 U2 17.24 U3 16.21	Creates a new Indigenous Ceremonies Leave.
PREGNANCY LOSS [NEW] U1 17.23 U2 17.24 U3 16.22	An addition to the leave articles to include leaves for those who experience pregnancy loss, currently not covered in our CAs.
INCLEMENT WEATHER [NEW] U1 17.22 U2 17.24 U3 16.23	Provides up to 1/35 of contract in leave or allows a switch to online class/tutorial delivery (U1/U2) or online work (U3) in cases of inclement weather.
WAYS AND MEANS FUND U1 20 U2 20.1 U3 18	Increases Employer contribution to the WMF to \$260,000 (+\$14,435.91) in 2026–27, \$270,000 (+\$10,000) in 2027–28, and \$280,000 (+\$10,000) in 2028–29
INFORMATION U1/U2 22.03.1 [NEW] U3 14.05 [NEW]	Requires Employer to provide updated lists of department Chairs and Directors.
DISCUSSIONS REGARDING WORKPLACE ACCOMMODATION U1/U2/U3 LOA	Renews LOA on twice-yearly discussion of Workplace Accommodations and requires Employer to provide data on members with medical and family status accommodations.
MULTI-UNIT (U1, U2)	
TUTOR DEFINITIONS [NEW] U1 10.04.4 DEFINITIONS U2 10.04.2 DEFINITIONS	Creates new definitions for Tutor 2 Demonstrator, Tutor 6 Studio Instructor, Tutor 7 Misc., and Tutor 7 Lab Facilitator.
TECHNOLOGY AND INSTRUCTION U1 10.05.2 U2 10.05.2	The mode of delivery is stated before the contract is signed.
INTELLECTUAL PROPERTY DEFINITIONS U1 10.06 [NEW] U2 10.06	Clarifies that the CA prevails in case of a conflict between CA and University policies. Adds IPR Definitions section to the U1 CA

Name / Unit /Article #	Description
PENSION PLAN U1 10.13.6 [NEW] U2 10.10.6 [NEW]	Requires Employer to provide pension plan members with annual calculation of their credited years of service.
POSTINGS U1 11.01.1(v) [NEW] U2 11.02.1(v) [NEW]	Requires the Employer to include total contract hours and course mode of delivery in tutor postings and protects employees from modes of delivery changes (see also 10.05.2)
POSTINGS U1 11.01.2(i) U2 11.02	Updates equity group language in job postings to reflect current language
APPOINTMENT DATES U1 12.09 U2 12.21	Updates appointment dates for contract to include single-term contracts. Makes language consistent in both CAs. Increases notice for work required beyond contract end date. Clarifies eligibility for payment at the “Overwork” rate after end of contract.
CONTRACT TEACHING – OFFER OF APPOINTMENT U1 APPENDIX B U2 APPENDIX B	Adds the total contract hours to U1 and U2 written offers of appointment.
LETTER OF INTENT – CHANGES TO THE YORK UNIVERSITY PENSION PLAN (YUPP) [NEW] U1 LOI U2 LOI	Proposes that Employer introduce changes to the YUPP to lower the full-time Credit Service calculation for CUPE 3903 from 3.5 to 3.0 FCE (full course equivalents) to achieve parity with non-YUFA unions and what their members pay into the fund. Lowers the Final Average Earnings calculation from five to four years.
MULTI-UNIT (U1, U3)	
ACCOMODATIONS U1 4.05.7 U3 4.05.7	Relocate and update accommodations information on FGS publications.
CUPE 3903 UHIP FUND U1 15.20 U3 23.01	Increases Employer contribution to \$330,000 (+\$248,263) in 2026–27, \$340,000 (+\$10,000) in 2027–28, and \$350,000 (+\$10,000) in 2028–29
UNIT 1	
POSITIONS AND RATES OF PAY U1 10.01.1	Requires hiring units to notify the Union about available course tickets and ticketed appointments.
T7 (ACCOMMODATION) [NEW] U1 10.04.4 DEFINITIONS	Creates new definition for T7 positions given as workplace accommodations.
SALARY ADJUSTMENT U1 10.07	Requires the Employer to notify members in advance of late GIA payments.
8 MONTH BENEFIT COVERAGE IN LIMITED CIRCUMSTANCES U1 10.19	Provides uninterrupted coverage to members with 8-month gaps in their contracts.
PRIORITY POOL	Strengthens members’ guarantee of TA contract by removing caveat (i.e., “subject to availability”).

Name / Unit /Article #	Description
U1 12.03.1	Prevents denial of a work contracts if a graduate student enrolls late. Requires Employer to explain when/why members are assigned GA/RA instead of TA contracts.
BOOKS/SUPPLIES FUND U1 15.03	Unspent money remains in the fund.
CUPE 3903 MASTERS BURSARY FUND U1 15.18	Adds annual reporting requirement (as with other Employer-managed funds).
CUPE 3903 PH.D. COMPLETION FUND U1 15.19	Increases Employer contribution to \$125,000(+ \$25,000) in 2026–27, \$150,000 (+\$25,000) in 2027–28, and \$175,000 (+\$25,000) in 2028–29, and adds annual reporting requirement (as with other Employer-managed funds).
INFORMATION U1 22.02 (v)–(vi) [NEW]	Requires the Employer to provide the Union annually with information on how it met every member’s minimum guarantee in the previous year.
ADDITIONAL FUNDING PRIORITY POOL U1 LOA	Removes archaic dates/numbers and claw-back language from the LOA.
UNIT 2	
TYPE 2 & TYPE 3 APPOINTMENTS U2 10.01.1	Sets maximum hours for a Type 3 position at 135h.
CONTINUING SESSIONAL STANDING PROGRAM GUARANTEE U2 12.01.3	Increases CSSP Guarantee payments from 1/4 to 1/3 for the first and 1/8 to 1/6 for the second payment. Requires automatic payment by November pay date (per existing practice).
APPOINTMENTS U2 12.02.1(iii)–(iv)	Deletes Nursing proof-of-practice/currency requirements for Clinical Course Director (CCD) positions.
APPOINTMENTS U2 12.04.1(i)	Deletes the “exceptional circumstances” (AKA “hot shot”) clause.
APPOINTMENTS U2 12.04.1(ii) Pool of Candidates with Required and Preferred Qualifications	Deletes redundant language since a candidate with Incumbency is automatically deemed to meet the required and preferred qualifications.
INCUMBENCY U2 12.06.2	Corrects typographical error referring to incorrect Article.
APPLICABLE PRIOR EXPERIENCE U2 12.07	Awards APE (seniority) credit for Type 3 appointments (1 Type 3 = 0.33 Type 1 appointment pro rata).
APPOINTMENTS U2 12.12 NOTIFICATION OF APPLICANTS FOR POSITIONS U2 12.13 WRITTEN OFFER OF APPOINTMENT	Requires NRAs to be emailed to applicants. Sets a 5-day deadline for issuing an Offer of Appointment after NRA expiry.
SEVERANCE [NEW] U2 12.18.5 SEVERANCE	Creates a severance program for Affirmative Action (Conversion) pool members based on years of service and highest earnings in the last five years.
REQUEST TO DESIGN COURSE U2 12.22 REQUEST TO DESIGN COURSE	Requires hiring unit requesting new course design to appoint course designer at least once within 2 years (and up to 3 times, rather than the current 2, within 4 years) or pay course designer the original payment. Adds displacement fee for incumbents displaced by course redesign.

Name / Unit /Article #	Description
SCHEDULING CONFLICTS U2 12.23 SCHEDULING CONFLICTS	Expands scope to include consideration of travel time between nursing placements, introduces remote teaching options to resolve scheduling conflicts, and seniority in approving exchanges of appointments.
PARTICIPATION U2 15.10.2 [NEW]	Commits Employer to create a contract faculty seat on the Board of Governors.
PARTICIPATION U2 15.10.3	The proposal scaffolds important faculty and departmental participation for our members.
TUITION WAIVER U2 15.13 TUITION WAIVER U2 15.14 TUITION WAIVER FOR SPOUSES AND DEPENDENTS	Relocates article for tuition waiver for spouses and dependents from 15.22 to 15.14. Expands eligibility to include members who have many years of service (15 for Art. 15.13 and 20 for Art. 15.14) at lower teaching intensity than the current requirements.
RESEARCH LEAVES U2 15.15	Requires Employer to notify eligible members by Nov 1 and successful applicants by Mar 1 of each year. Eliminates mention of specific contract years.
RESEARCH GRANTS FUND U2 15.16	Changes annual fund amount from \$ amount to value of 9 Type 1 positions and requires Employer to notify eligible members by Nov 1 and successful applicants by Mar 1
CONFERENCE TRAVEL FUND U2 15.17	Requires Employer to notify eligible members by September 1 and February 1 annually. Removes outdated language.
POST-RETIREMENT BENEFITS U2 15.27	- Increases retirees' health care account and the maximum annual amount the employer will cover for all retiree's benefits - Reduces required notice period for retirement - Makes enrollment in post-retirements benefit plan automatic.
CLASS SIZE U2 16.04, 16.05.1	<i>[RESERVED—to be presented later / not included in 2026-07-13 packages]</i> Adds enrolment thresholds for marker/grader assistance to clinical placements and lab sessions led by a Clinical Course Director in the Faculty of Health, School of Nursing.
AFFIRMATIVE ACTION U2 23.03 SEARCH AND SELECTION	Requires Employer to notify all members of AA pool of their eligibility for conversion appointments by October 1 annually.
AFFIRMATIVE ACTION U2 23.04(i) [Number of Conversions]	Sets minimum annual AA (conversion) appointment number as percentage (10%) of full-time faculty appointments (excluding conversions) made during the previous year
LONG SERVICE TEACHING APPOINTMENTS U2 24.01 ELIGIBILITY; 24.05; 24.08	Requires Employer to notify AA pool members of their eligibility by October 1 and successful applicants of their appointments by May 31.
LONG SERVICE TEACHING APPOINTMENTS (LSTAS) U2 24.07	Sets minimum annual LSTA number as percentage (1%) of the total volume of work (measured in FCEs, or full-course equivalents) in the bargaining unit during the previous year.
TRANSITIONAL CONTINUING APPOINTMENT (TCA) PROGRAM [NEW] U2 25	Creates a TCA program that gives AA pool members eligible for retirement the option to transition to retirement over a two- or three-year period with decreasing teaching load each year, while income remains the same.
LONG SERVICE GUARANTEE	Creates a process for Employer notification of members eligible for Long Service Guarantee

Name / Unit /Article #	Description
U2 LOU LONG SERVICE GUARANTEE	payments under the existing LOU and deadlines for members to claim and receive their payments.
UNIT 3	
CLASSIFICATION OF BARGAINING UNIT WORK U3 3.05	Requires Employer to provide Union with explanation/rationale whenever work/positions deemed to have been within scope of bargaining unit (per Art. 3.01) during the previous 36 months no longer qualifies as Unit 3 work/positions.
ACCOMMODATIONS U3 4.05.1	Updates workplace accommodation language to reflect Unit 3-specific responsibilities. (See also All Units proposal to relocate Accommodations to Art. 4.05.).
POSTINGS U3 10.02.1	Requires U3 job postings to include the location of work.
PRIORITY POOL BARGAINING UNIT WORK [NEW] U3 10.2.2	Ensures U1 Priority Pool members remain in the Priority Pool when they hold U3 work as part of their PP entitlements. Entitles U1 Members who hold U3 position as workplace accommodation to accrue APE credit at same rate as Unit 1 TA.
GRADUATE ASSISTANT TRAINING FUND (GATF) U3 31	Relocates GATF to new CA Article 31 (from Letter of Understanding). Increase size of GATF. Ensures allocated funds are used within period they are allocated