

September 2, 2026, Union Without Prejudice or Precedent Bargaining Proposals

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT

FOR UNIT 1, UNIT 2, UNIT 3

B E T W E E N:

YORK UNIVERSITY

(the “Employer”)

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3903

(the “Union”)

1. These proposals are tabled without prejudice to the Union's tabling of amended or new proposals during continued collective bargaining and to the Union's interpretation of collective agreement language in any current or future grievance. The Union reserves the right to withdraw or amend any or all proposals set out below.
2. The Union proposes that the renewal collective agreement be from September 1, 2026, to August 31, 2029.
3. Article numbers set out in proposals below are taken from the 2023–26 Collective Agreement and are subject to change in accordance with agreements reached.
4. Unless otherwise agreed, any article or provision that expires during the life of the 2023–2026 Collective Agreement will be renewed.

PASS BACK TO ACCEPT EMPLOYER COUNTER IN PRINCIPLE ON POSTINGS (11.01.2 (i)). REPLICATING LANGUAGE IN EQUIVALENT UNIT 2 ARTICLE (11.02)

Unit 1

- 11.01.2 (i) In posting course director positions and teaching assistantships, postings shall contain the following statement: “York University encourages applications from individuals who self-identify as women, racialized, Indigenous, persons with disabilities, and 2SLGBTQIA+, ~~Aboriginal peoples, persons with disabilities, members of visible minorities, and women~~ and invites applicants to review the University's Employment

Equity Plan for employees in CUPE 3903, a copy of which is at <http://fr.info.yorku.ca/>.

- (ii) For summer teaching assistantships per Article 12.01.2, priority shall be given to qualified graduate visa student applicants.

UNIT 2

11.02

[...]

Positions shall be posted and archived electronically by the hiring unit in a location accessible to employees and the Union. All postings shall contain the following statement: "York University encourages applications from individuals who self-identify as women, racialized, Indigenous, persons with disabilities, and 2SLGBTQIA+, Aboriginal peoples, persons with disabilities, members of visible minorities, and women and invites applicants to review the University's Employment Equity Plan for employees in CUPE 3903, a copy of which is at <http://fr.info.yorku.ca/>. Each hiring unit will number its postings sequentially as a given number within a series. Hiring units will continue to maintain a bulletin board for information directed to employees in the bargaining unit.

FOR THE UNION

FOR THE UNIVERSITY
