

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 FORMALIZE NUMBER OF TIMES INFORMATION ON ADMINISTRATOR CONTACTS SHARED AND DATES INFORMATION EXPECTED BY FOR UNITS 1, 2, AND 3

UNIT 1 & UNIT 2

22.03.1 ~~By 30 September 31 July each year~~ **Twice each academic year**, the Employer will provide the Union with the contact information for all department Chairs and/or Directors of Departments/Divisions in which employees in the bargaining unit are employed. **The Employer will provide this information no later than 31 July and 31 January, respectively.**

UNIT 3

14.05 ~~By 30 September each year~~ Twice each academic year, the Employer will provide the Union with the contact information for all department Chairs and/or Directors of Departments/Divisions in which employees in the bargaining unit are employed. The Employer will provide this information no later than 31 July and 31 January, respectively.

FOR THE UNION

FOR THE UNIVERSITY
