

**September 3, 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.

**Parties in agreement to move language from Article 4.**

**~~4.06 — PRINTING AGREEMENT~~**

~~4.06.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

~~4.06.2 The Union shall be responsible for translating the collective agreement into French and printing sufficient copies of the translated agreement for its bilingual and Francophone members and the Employer. The Employer agrees to bear one half the cost of translating the agreement to a maximum of \$5000. The Employer also agrees to bear one half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

~~Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.~~

**Unit 1**

**21.03 PRINTING AGREEMENT COPIES OF THE AGREEMENT**

~~21.03.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the printing and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also~~

~~responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

21.03.1      The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the preparation printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office

21.03.2      ~~The Union shall be responsible for translating the collective agreement into French and printing sufficient copies of the translated agreement for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of \$5000. The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

## Unit 2

### 21.03 PRINTING AGREEMENT COPIES OF THE AGREEMENT

21.03.1      ~~The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the printing and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

21.03.1      The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the preparation printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office.

21.03.2      ~~The Union shall be responsible for translating the collective agreement into French and printing sufficient copies of the translated agreement for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of \$5000. The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

## Unit 3

### 13.02 PRINTING AGREEMENT COPIES OF THE AGREEMENT

~~13.02.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the printing and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

13.02.1 The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the preparation printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office.

13.02.2 The Union shall be responsible for translating the collective agreement into French and printing sufficient copies of the translated agreement for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of \$5000. The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

FOR THE UNION

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR THE UNIVERSITY

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.*