

Employer counter proposal – Unit 1 – Article 11.01.1(i) & Unit 2 11.02

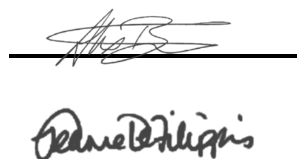
Unit 1

- 11.01.1 (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.

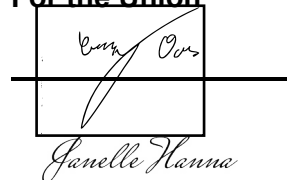
Unit 2

- 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 University



For the Union



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

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University’s position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.