

September 11, 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.

Union accepts Employer's counter on Unit 2 articles 12.12.1 and 12.13.3.

12.12.1 ~~Each hiring unit shall notify~~ **The Employer shall** ~~A send a notification~~ **will be sent** to all applicants for each position ~~in the unit~~ of the candidate(s) recommended for appointment to the position by a “Notice of Recommended Appointment” in the form contained in Appendix A.

...

12.13.3 Further, after the dates specified in Article ~~11.12~~ **12.12** ~~(and where there are qualified applicants), and no query or grievance has been received, i.e., in exceptional circumstances necessitating a Late Posting or Late Appointment, and in the absence of queries and grievances,~~ an “Offer of Appointment” shall be made **within 10 calendar days** ~~forthwith~~. Applicants for such positions, if not already notified of the recommended appointee(s), shall be sent a “Notice of Recommended Appointment.” ~~The requirement for posting of a position shall delay the appointment dates specified in Article 11.12 only~~

to the extent necessary to comply with the posting requirements.

FOR THE UNION

Janelle Hanna

Sgt. Paul

Joe

FOR THE UNIVERSITY

ASB

Deane Phillips