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.

SIGN OFF TO INCLUDE THE FACULTY OF GRADUATE STUDIES COPYING THE UNION ON COMMUNICATION TO FACULTY TO DRAW THEIR ATTENTION TO ARTICLE 3.01 AND THE PROCESS FOR HIRING GRADUATE ASSISTANTS.

3.05 CLASSIFICATION OF BARGAINING UNIT WORK

3.05 To administer the collective agreement in accordance with Article 3.01, the Faculty of Graduate Studies (FGS) will take proactive steps to advise full-time faculty members that Article 3.01 and the Clarity Note define employment in the CUPE 3903 Unit 3 bargaining unit. The proactive steps undertaken by the FGS will include but are not limited to the issuance of consistent and clear messaging on the University website and direct

communications with full-time faculty members with respect to the classification of bargaining unit work. In particular, the Faculty of Graduate Studies will communicate annually in writing, **with copy to the union**, to all full-time faculty members in order to draw to their attention Article 3.01 and the process for hiring Graduate Assistants under the collective agreement.

FOR THE UNION

FOR THE UNIVERSITY