September 16, 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.

PASSBACK TO ALTER LANGUAGE RELATING TO URGENCY WITH WHICH EMPLOYER SHARES INFORMATION ON LATE PAYMENTS

Unit 1

10.07 Salaries, plus any grant-in-aid, shall be paid in equal monthly instalments over the period of the appointment and a statement of earnings and deductions shall be provided, also on a monthly basis. When an appointment has not been processed in time to effect payment on the normal payday of the first month, the Employer shall make that payment as soon as practicable. An employee shall have the right to complete a Revenue Canada TD1 form.

Except in circumstances beyond its reasonable control, the Faculty of Graduate Studies (FGS) shall post the Grant-in-Aid monies to a student's account by no later

than the 25th of every month. FGS will communicate to the affected student(s), with copy to the Union, ~~as soon as practicable~~ at the earliest available opportunity and without undue delay upon the identification of any anticipated delay(s) in the posting of Grant-in-Aid monies ~~with copy to the Union~~.

FOR THE UNION	FOR THE UNIVERSITY
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