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 ALLOW MEMBERS TO REQUEST CALCULATION OF CURRENT PENRSIONABLE YEARS.

Unit 1

10.13.6 The University will provide members of the York University Pension Plan with annual statements in accordance with the Pension Benefits Act. If requested, any member of the York University Pension Plan shall receive a calculation of their current pensionable years from the Pension and Benefits Office.

Unit 2

10.10.6 The University will provide members of the York University Pension Plan with annual statements in accordance with the Pension Benefits Act. If requested, any member of the York University Pension Plan shall receive a calculation of their current pensionable years from the Pension and Benefits Office.

For the University **For the Union**

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