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 UPDATED ARTICLE NUMBERING AND IMPROVE CLARITY ON LOCATION OF WORK IN JOB POSTINGS IN ARTICLE 10.02.1 OF THE UNIT 3 COLLECTIVE AGREEMENT.

UNIT 1

4.01 DISCRIMINATION

[...]

~~The Employer will provide reasonable accommodations as required for persons with disabilities. Proposed Accommodated Work Plans will normally be implemented within~~

~~thirty (30) days following the provision of all necessary medical documentation and developed with the participation of the employee with the goal of addressing the barriers, restrictions and/or limitations to the employee's performance of the essential duties of their position.~~

[…]

4.05 ACCOMMODATIONS

4.05.1 Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources identified as a required accommodation to assist employees in the performance of their teaching, demonstrating, tutoring or marking, on the same basis as other York University employees.

4.05.2 Where practicable, upon request to the Office of the Assistant Vice-President, Human Resources ~~Executive Director, Faculty Relations~~**, employees who have a mobility impairment will have the location of their classes and/or office space re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee concerned. Employee Well-Being will act as liaison between the Employer and employees with disabilities on these issues.**

4.05.3 In addition to its existing ASL interpretation services, the University is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will advised as to how to access this VRI service.

4.05.4 The Employer will provide reasonable accommodations as required for persons with disabilities. Proposed Accommodated Work Plans will normally be implemented within thirty (30) days following the provision of all necessary medical documentation and developed with the participation of the employee with the goal of addressing the barriers, restrictions and/or limitations to the employee's performance of the essential duties of their position.

4.05.5 The parties acknowledge their duty to accommodate persons with disabilities in the manner and to the extent required by the Ontario Human Rights Code. The parties agree that this means accommodating disabled employees to the point of undue hardship if such accommodation will enable the employee to perform the

essential duties of their position. An employee with whom an accommodation is being discussed may have a Union representative present during any such discussions.

The University's process for accommodation of academic employees can be found at the following location: https://yulink-new.yorku.ca/group/yulink/absence-leave-and-accommodation

4.05.6 All Union benefits available to teaching assistants with disabilities shall be advertised on the Faculty of Graduate Studies website in a section written by CUPE 3903 and approved by the Labour. / Management Committee (https://www.yorku.ca/gradstudies/students/current-students/accommodations-for-graduate-students/).

4.05. 7 The parties acknowledge that medical documentation is required for the purposes of applying for workplace accommodations or substantiating sick leave requests. The Employer shall reimburse a member for the full cost of obtaining any medical information, certificates, or other documentation for the purposes of applying for workplace accommodations or substantiating sick leave requests.

~~15.01.3 (U1); 15.01.8 (U2); 11.01 (U3) RESOURCES FOR PERSONS WITH DISABILITIES~~

~~Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources identified as a required accommodation to assist employees in the performance of their teaching, demonstrating, tutoring or marking, on the same basis as other York University employees.~~

~~[…]~~

~~15.01.08 (U1); 15.01.12 (U2); 11.02 (U3) Where practicable, upon request to the Office of the Executive Director, Faculty Relations, employees who have a mobility impairment will have the location of their classes and/or office space re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee concerned. The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues.~~

~~[…]~~

~~15.01.09 (U1); 15.01.13; 11.03 (U3) In addition to its existing ASL interpretation services, the University is piloting the use of Video Remote Interpreting (VRI) services for use by~~

~~employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will be advised as to how to access this VRI services.~~

~~[…]~~

~~15.25 (U1); 15.26 (U2); 11.12 (U3) ACCOMMODATION~~

~~The parties acknowledge their duty to accommodate persons with disabilities in the manner and to the extent required by the Ontario Human Rights Code. The parties agree that this means accommodating disabled employees to the point of undue hardship if such accommodation will enable the employee to perform the essential duties of their position. An employee with whom an accommodation is being discussed may have a Union representative present during any such discussions. The University's process for accommodation of academic employees can be found at the following location: https://yulink-new.yorku.ca/group/yulink/absence-leave-andaccommodation~~

UNIT 2

4.01 DISCRIMINATION

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[…]

4.05 ACCOMMODATIONS

4.05.1 Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources identified as a required accommodation to assist employees in the performance of their teaching, demonstrating, tutoring or marking, on the same basis as other York University employees.

4.05.2 Where practicable, upon request to the Office of the Assistant Vice-President, Human Resources ~~Assistant Vice President (HR&ER)~~**, employees who have a mobility**

impairment will have the location of their classes and/or office space re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee concerned. Employee Well-Being will act as liaison between the Employer and employees with disabilities on these issues.

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The University's process for accommodation of academic employees can be found at the following location: https://yulink-new.yorku.ca/group/yulink/absence-leave-and-accommodation

4.05. 6 The parties acknowledge that medical documentation is required for the purposes of applying for workplace accommodations or substantiating sick leave requests. The Employer shall reimburse a member for the full cost of obtaining any medical information, certificates, or other documentation for the purposes of applying for workplace accommodations or substantiating sick leave requests.

~~15.01.8 (U2) RESOURCES FOR PERSONS WITH DISABILITIES~~

~~Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources~~

~~identified as a required accommodation to assist employees in the performance of their teaching, demonstrating, tutoring or marking, on the same basis as other York University employees.~~

~~[…]~~

~~15.01.12 (U2) Where practicable, upon request to the Office of the Executive Director, Faculty Relations, employees who have a mobility impairment will have the location of their classes and/or office space re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee concerned. The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues.~~

~~[…]~~

~~15.01.13 In addition to its existing ASL interpretation services, the University is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will be advised as to how to access this VRI services.~~

~~[…]~~

~~15.26 (U2) ACCOMMODATION~~

~~The parties acknowledge their duty to accommodate persons with disabilities in the manner and to the extent required by the Ontario Human Rights Code. The parties agree that this means accommodating disabled employees to the point of undue hardship if such accommodation will enable the employee to perform the essential duties of their position. An employee with whom an accommodation is being discussed may have a Union representative present during any such discussions. The University's process for accommodation of academic employees can be found at the following location: https://yulink-new.yorku.ca/group/yulink/absence-leave-andaccommodation~~

UNIT 3

4.01 DISCRIMINATION

[…]

~~The Employer will provide reasonable accommodations as required for persons with disabilities. Proposed Accommodated Work Plans will normally be implemented within thirty (30) days following the provision of all necessary medical documentation and developed with the participation of the employee with the goal of addressing the barriers, restrictions and/or limitations to the employee's performance of the essential duties of their position.~~

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4.05 ACCOMMODATIONS

4.05.1 Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources identified as a required accommodation to assist employees in the performance ~~of their teaching, demonstrating, tutoring or marking~~ the essential duties of their position on the same basis as other York University employees.

4.05.2 Where practicable, upon request to the Office of the Assistant Vice-President, Human Resources, employees who have a mobility impairment will have the location of ~~their classes and/or~~ office space re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee concerned. The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues. Employee Well-Being will act as liaison between the Employer and employees with disabilities on these issues.

4.05.3 In addition to its existing ASL interpretation services, the University is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will advised as to how to access this VRI service.

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The University's process for accommodation of academic employees can be found at the following location: https://yulink-new.yorku.ca/group/yulink/absence-leave-and-accommodation

4.05.6 All Union benefits available to graduate assistants with disabilities shall be advertised on the Faculty of Graduate Studies website in a section written by CUPE 3903 and approved by the Labour/Management Committee (https://www.yorku.ca/gradstudies/students/current-students/accommodations-for-graduate-students/).

4.05. 7 The parties acknowledge that medical documentation is required for the purposes of applying for workplace accommodations or substantiating sick leave requests. The Employer shall reimburse a member for the full cost of obtaining any medical information, certificates, or other documentation for the purposes of applying for workplace accommodations or substantiating sick leave requests.

~~11.01 RESOURCES FOR PERSONS WITH DISABILITIES~~

~~Persons with disabilities, per York University's accommodation process, shall be accommodated, including through access to special equipment or required resources identified as a required accommodation to assist employees in the performance of their teaching, demonstrating, tutoring or marking, on the same basis as other York University employees.~~

~~All Union benefits available to graduate assistants with disabilities shall be advertised in the Faculty of Graduate Studies Calendar in a section written by CUPE 3903 and approved by the Labour/Management Committee.~~

~~11.02 Where practicable, upon request to the Office of the Dean FGS, employees who have a mobility impairment will have their work location re-assigned and/or receive such other accommodation as is reasonable and appropriate. The identity of the employee making the request and the fact and nature of the request shall remain confidential and shall only be released on a need to know basis or with the express consent of the employee~~

~~concerned. The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues.~~

~~11.03 In addition to its existing ASL interpretation services, the University is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL Interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will advised as to how to access this VRI services.~~

~~11.12 ACCOMMODATION~~

~~The parties acknowledge their duty to accommodate persons with disabilities in the manner and to the extent required by the Ontario Human Rights Code. The parties agree that this means accommodating disabled employees to the point of undue hardship if such accommodation will enable the employee to perform the essential duties of their position. An employee with whom an accommodation is being discussed may have a Union representative present during any such discussions.~~

~~The University's process for accommodation of academic employees can be found at the following location: http://fr.info.yorku.ca~~

FOR THE UNION	FOR THE UNIVERSITY
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