September 3, 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.

PASS BACK 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.

10.02.**1** POSTINGS

Except as otherwise provided in the Collective Agreement, all positions in Unit 3 shall be electronically posted by the hiring unit on a site accessible to employees and the Union. The following posting deadlines shall apply other than in exceptional circumstances:

July 1st for positions scheduled to begin in September; November 1st for positions scheduled to begin in January; and March 1st for positions scheduled to begin in May. GAship postings shall be clearly labelled as Unit 3 and shall identify:

(i) the duties, responsibilities and tasks;
(ii) reasonable qualifications of the position;
(iii) the number of hours of the GAship;
(iv) Wages as per Article 10.02 and Grant-in-Aid as per Article 10.02;
(v) the start and end date of the GAship;
(vi) application deadline;
(vii) whether the work will take place online, in-person or hybrid.*

***Note: Where the location of work remains to be determined, the posting will indicate such.**

Postings shall indicate whether priority in the assignment of the position will be given to applicants for whom the position will partially or fully satisfy the applicant's funding commitment from the University.

All applicants for these positions must complete an application form and submit a curriculum vitae, if required by the unit, for consideration by each hiring unit in which they seek a position.

All appointments shall be made from among the applicants who meet the qualifications. Hiring Units will make available a common application form or template (hard copy or electronic).

FOR THE UNION

FOR THE UNIVERSITY