September 24, 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 ON EMPLOYER'S COUNTER ON ARTICLE 5.02 (ALL-UNITS)

Unit 1

ADVISORY COMMITTEE ON RACE/ETHNIC RELATIONS AND HARASSMENT

5.02 As per Article 4.04.3, the Union and the Employer agree to maintain the Joint CUPE 3903 – York Advisory Committee on Race/Ethnic Relations, Discrimination and/or Harassment to discuss and investigate systemic and/or individual discrimination, interference, restriction, harassment or coercion exercised or practised with respect to any member of the bargaining unit in their employment relationship, by reason of race, colour, nationality, ancestry, place of origin, or native language (subject to Article 12.02.1).

The Committee shall consist of ~~at least two~~ up to four representatives of each party, including a senior designate of the Office of the Vice-President Equity, People and Culture and the CUPE 3903 Staff Representative Equity. A representative of each party shall be designated as a joint Chair, and the two persons so designated shall alternate in presiding over meetings. Either Chair may call meetings on at least two weeks' notice to the other members of the Committee. The Committee shall ~~have its first~~ meet~~ing~~ within six months of the signing of this agreement.

The Committee may make recommendations to the Labour/Management Committee on these matters from time to time.

Unit 2

ADVISORY COMMITTEE ON RACE/ETHNIC RELATIONS AND HARASSMENT

5.02 As per Article 4.04.3, the Union and the Employer agree to maintain the Joint CUPE 3903 – York Advisory Committee on Race/Ethnic Relations, Discrimination and/or Harassment to discuss and investigate systemic and/or individual discrimination, interference, restriction, harassment or coercion exercised or practised with respect to any member of the bargaining unit in their employment relationship, by reason of race, colour, nationality, ancestry, place of origin, or native language (subject to Article 12.0~~2~~4.1).

The Committee shall consist of ~~at least two~~ up to four representatives of each party, including a senior designate of the Office of the Vice-President Equity, People and Culture and the CUPE 3903 Staff Representative Equity. A representative of each party shall be designated as a joint Chair, and the two persons so designated shall alternate in presiding over meetings. Either Chair may call meetings on at least two weeks' notice to the other members of the Committee. The Committee shall have its first meeting within six months of the signing of this agreement.

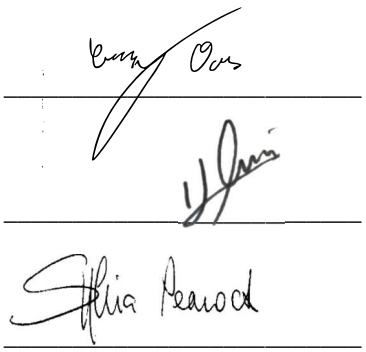
The Committee may make recommendations to the Labour/Management Committee on these matters from time to time.

Unit 3

ADVISORY COMMITTEE ON RACE/ETHNIC RELATIONS AND HARASSMENT

5.02. An employee in the bargaining unit may be selected by the Union as a representative on the Joint Union – York Advisory Committee on Race/Ethnic Relations, Discrimination and/or Harassment referred to in Article 5.02 of the Unit 1 collective agreement and on the Employment Equity Committee referred to in Article 5.03.1 of the Unit 1 collective agreement.

FOR THE UNION



FOR THE UNIVERSITY

