

**October 06, 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.

UNION counter proposal – Unit 1 and Unit 2 – U1 Article 12.09 and U2 Article 12.21, TWO Weeks for Summer Term, pay rate harmonized for U1 and U2, strikethrough of free labour provision following expiry of contract.

Unit 1

12.09 APPOINTMENT DATES

The appointment dates for contracts in the fall/winter session shall normally be ~~1 September to 30 April~~ as follows:

- (1) Fall and Winter Term (Y Term): 1 September to 30 April
- (2) Fall Term: 1 September to 31 December
- (3) Winter Term: 1 January to 30 April
- (4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement as soon as possible and not later than ~~15 March~~ four (4) weeks prior to the formal termination of the contract in the Fall, Winter and Y Term, prorated two weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

- (i) In the event of grade appeals, marking/grading of deferred exams and/or assignments, or academic dishonesty cases, such notice is not required. ~~Such work on grade appeals or academic dishonesty shall be compensated at the Overwork Rate. Whenever such work exceeds two hours, it shall be compensated at the Overwork rate.~~
- (ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the Overwork rate. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

Unit 2

12.21 APPOINTMENT DATES

The appointment dates for contracts ~~in the fall/winter session~~ shall normally be ~~1 September to 30 April~~ as follows:

- (1) Fall and Winter Term (Y Term): 1 September to 30 April
- (2) Fall Term: 1 September to 31 December
- (3) Winter Term: 1 January to 30 April
- (4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement, where known, as soon as possible and in any case not later than 15 March four (4) weeks prior to the termination date of the contract in the Fall, Winter and Y Term, prorated two weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

- (i) In the event of grade appeals, marking/grading of deferred exams and/or assignments, or academic dishonesty cases, such notice is not required. ~~Whenever such work exceeds two hours, it shall be compensated at the~~ Overwork ~~marker/grader rate.~~
- (ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the Overwork marker/grader rate. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

For the University

For the Union

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