October 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.

PASS BACK TO EMPLOYER'S 27 AUGUST 2026 PROPOSAL ON ARTICLE 24 OF UNIT 2 COELLECTIVE AGREEMENT

COUNTER ADDRESSES COMPOSITION OF AFFIRMATIVE ACTION POOL, APPOINTMENT DATES, TOTAL NUMBER OF LSTA APPOINTMENTS, FAILURE TO MEET EQUITY THRESHOLD, INFORMATION-SHARING

Unit 2

ARTICLE 24 – LONG SERVICE TEACHING APPOINTMENTS (LSTAS)

24.01 ELIGIBILITY

(i) Employees who effective September 1 preceding the date of the award of an LSTA, have been in the Unit 2 "Affirmative Action Pool" and who have taught at an intensity of

an average of 2.5 FCEs over the three previous years (may include approved leaves) are eligible to apply for a Long Service Teaching Appointment. **The Employer shall notify all eligible candidates in the Affirmative Action Pool of their eligibility in writing by no later than November 1 of each contract year.**

(ii) For the purposes of Article 24.01 only, for appointments commencing on September 1, 2027, September 1, 2028 and September 1, 2029, candidates who meet the following criteria shall be deemed to be in the Affirmative Action Pool:

a. have at least five years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least 1 Type 1 position in each of four years and a total of at least ~~12~~ **6** Type 1 or equivalent positions over those four years; or
b. have at least three years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least 2 Type 1 positions in any three years and at least ~~7~~ **4** type 1 or equivalent positions in any three years and who belong to at least one Equity Group shall be eligible for inclusion in the Affirmative Action Pool; or
c. **have at least two years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least 1 Type 1 position in each of two years and at least 2 type 1 or equivalent positions in any two years and who self-identify as Indigenous or Racialized.**

24.05 LSTAs will be awarded on the basis of hiring unit teaching needs, quality of the applicant's teaching file, and the applicant's number of years in the Affirmative Action Pool. ~~All successful applicants shall be notified of their appointment in writing by July 1 of each contract year, with a copy to the Union.~~

24.07 ~~In the 2024-25 contract year a minimum of 6 LSTAs will be offered for September 1, 2025 and in the 2025-26 contract year a minimum of 6 LSTAs will be offered to eligible applicants for September 1, 2026~~. **In each contract year, a minimum of 1 percent of the total FCEs (full-course equivalents) in the bargaining unit each year, from May to April, will be offered through new LSTA appointments to commence the following September 1. For example, if there are 1500 FCEs in the bargaining unit in a year, then a minimum of 5 (15 FCEs divided by 3.0 per LSTA) new LSTAs would be appointed. Partial results of the calculation will be rounded up to the nearest whole number. For example, if there are 1000 FCEs in the bargaining unit,**

then a minimum of 4 new LSTAs would be appointed (10 FCEs divided by 3.0 per LSTA, with the result, 3.33, then rounded up to 4).

~~A minimum of three recommendations in each of the two years will be prioritized for candidates who self-identify as Indigenous or Racialized. Where in either of the two years~~ **Fifty percent of the total number of LSTAs each contract year will be awarded to applicants who self-identify as Indigenous or as a member of a racialized group. If in any year,** the Office of the Provost and Vice-President Academic is unable to make a recommendation with respect to a prioritized candidate who self-identifies as Indigenous or **as a member of a racialized group** ~~Racialized~~, the next priority will be to make a recommendation with respect to a candidate from one or more of the other **Employment** Equity Groups. **In any year where the Office of the Provost and Vice-President Academic is unable to make a recommendation with respect to a prioritized candidate who self-identifies as Indigenous or as a member of a racialized group, the Employer shall deposit an additional $10,000.00 to the Support Fund for Racialized Members who Experience Discrimination, Harassment, and Violence.**

24.08 On or before May 31, the University will ~~advise the Union of the names of the persons who will have an LSTA and the employment equity status of the applicants who applied in that year~~ **report to the Union the total FCEs in the bargaining unit during the previous year, the number of LSTAs appointed, the names of the successful applicants and the hiring units in which their appointments were made, the employment equity status of all applicants, and the names, hiring units, and appointment years of all LSTA holders.**

FOR THE UNION

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FOR THE UNIVERSITY

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