

**October 14, 2026, Union Without Prejudice or Precedent Bargaining Proposals
IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT**

FOR UNIT 2

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 2 Article 12.04.1(i) - Five-day reporting requirement and maximum number of appointments.

12.04.1 Preamble: ~~For the purposes of the 2020-2023 collective agreement, r~~Recognizing the shared goal of increasing representation in appointments of candidates who self-identify as Indigenous or Racialized the parties have agreed to prioritize appointment of such candidates as set out in 12.04.1(ii).

Appointments shall be made as follows:

- (i) In the exceptional circumstances in which a candidate for a position as course director or team lecturer is adjudged by the appropriate Dean or designate to be substantially and demonstrably more qualified, able and competent to perform the duties and responsibilities of the position than all other candidates for the position, that candidate may be appointed to the position. **This provision may be invoked for no more than 3.0 full course equivalents per contract year, across the University, with a maximum of 1.0 full course equivalents in any given hiring unit.** Where such a candidate is appointed, the hiring unit shall forward to the Union **within five calendar days** the name of the successful candidate, their curriculum vitae, and any other non-

confidential information that formed the basis of the hiring, with a copy to the candidate who otherwise would have received the position.

The Employer will notify the Union of the number of such appointments, sorted by hiring unit, by which hiring units annually August 31 of each year.

- (ii) Pool of Candidates with Required and Preferred Qualifications:
 - (a) Where no appointment is made under (i), then the appointment shall be made from among the candidates with the required and preferred qualifications, according to the provisions of 12.04.1(ii)(b-f);

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FOR THE UNION

FOR THE UNIVERSITY
