October 14, 2026, Union Without Prejudice or Precedent Bargaining Proposals

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT

FOR UNIT 2

BETWEEN:

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.

COMPREHENSIVE COUNTER ON EMPLOYER'S CSSP PROPOSAL

Unit 2

12.01.2 Appointment Process

(i) A list of employees who have Continuing Sessional Standing shall be produced by the Employer by October 1st of each year. Bargaining Unit Employees who are newly granted Continuing Sessional Standing will be advised of such by the Employer by October 1st of the ~~academic~~ **contract** year in which their Continuing Sessional Standing is granted.

(ii) On or before each November 1st, employees with Continuing Sessional Standing shall, for each applicable hiring unit, submit an updated curriculum vitae and provide notice of

intent to participate in the Continuing Sessional Standing appointment exercise by filling out the appropriate section of the Blanket Application Form.

(iii) By no later than January 22nd, a list of all of the courses identified for Unit 2 posting for the upcoming Summer Fall and Winter Terms as of this date will be posted electronically in a location accessible to employees and the Union.

(iv) By no later than January 22nd, hiring units will ~~offer~~ **issue a CSSP Notice of Recommended Appointment to** employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program **in the hiring unit and who are the selected candidates for** courses from the posted list, ~~for which they are the selected candidate from among employees participating in the Continuing Sessional Standing Program in the hiring unit~~ according to the appointment processes in Articles 12.04.1 and 12.04.2.

(v) ~~Offers of appointment~~ **CSSP Notices of Recommended Appointment** will be copied to the other ~~participating candidates~~ **employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program** in the hiring unit and ~~all offers of appointment~~ will be copied to the Union.

(vi) **Following the conclusion of the applicable query and grievance process for CSSP Notices of Recommended Appointment issues pursuant to (iv) the Employer shall issue the Written Offer of Appointment within ten (10) calendar days.**

(vii) **By no later than March 22nd, a list of all of the remaining courses identified for posting to Unit 2 for the upcoming Fall and Winter terms as of this date will be posted electronically in a location accessible to employees and the Union.**

(viii) **By no later than March 22nd, hiring units will ~~offer~~ issue a CSSP Notice of Recommended Appointment to employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program in the hiring unit and who are the selected candidates for courses from the posted list, according to the appointment processes in Articles 12.04.1 and 12.04.2.**

(ix) **CSSP Notices of Recommended Appointment issued pursuant to (iv) and (viii) shall be subject to the regular query and grievance process applicable to Notices of Recommended Appointment issued under Article 12.12 on the condition that those queries and/or grievances are initiated by the Union on behalf of employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program in the hiring unit.**

(x) **Following the conclusion of the applicable query and grievance process for CSSP Notices of Recommended Appointment issued pursuant to (ix) the Employer shall issue the Written Offer of Appointment within ten (10) calendar days.**

(xi) **Written Offers of Appointment issued pursuant to (vi) and (x) shall be copied to the Union.**

(xii) ~~(vi)~~ A three-week deadline will be provided for ~~offers~~ **Written Offers of Appointment issued pursuant to (vi) and (x)** to be accepted**.**~~, counted from January 22nd~~

(xiii) ~~(vii)~~ Employees participating in the Continuing Sessional Standing Program exercise may make use of the Article 6 grievance procedure in respect of any courses posted in the exercise that they were not offered but believe they should have been offered pursuant to the terms of the Continuing Sessional Standing Program.

(xiv) ~~(viii)~~ Following the conclusion of the Continuing Sessional Standing Program exercise, assignments which were not accepted will be posted during the common posting periods, together with other assignments not included in the Continuing **Sessional Standing Program**.

FOR THE UNION

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FOR THE UNIVERSITY

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