

LETTER OF UNDERSTANDING

Joint Working Group on the Use of Artificial Intelligence (“AI”) in the Workplace

No later than sixty (60) days following the ratification of the 2026-29 collective agreement, the Parties agree to establish a Joint Working Group whose mandate will be to consider, discuss, and make recommendations regarding the use of AI in the workplace in respect of the employees represented by CUPE 3903 Units 1, 2 and 3. These recommendations shall be jointly agreed upon by the Working Group and provided in writing along with the rationale for each recommendation to the Vice-President, Equity, People & Culture (“VPEPC”) by September 1, 2028. The areas of recommendation may include, but not be limited to, human oversight of AI, decision-making and accountability, employee training needs, and the potential impact on how work is performed by employees in each of CUPE 3903 Units 1, 2, and 3.

This Joint Working Group shall meet monthly throughout the Fall and Winter terms, and additional meetings may be held on an ad hoc basis as jointly deemed appropriate by the Working Group. The Working Group will consist of four representatives of the Employer and four of CUPE 3903. The CUPE 3903 representatives shall include one employee from each of CUPE 3903 Units 1, 2 and 3 and one Executive or Staff representative. The Employer representatives shall include one senior academic leader, two senior leaders involved in the development and/or deployment of AI in the workplace, and one senior Labour Relations representative. Additionally, the Working Group may invite subject matter experts or others, as the Working Group jointly deems appropriate, to make presentation(s) and/or participate in the discussion(s).

The VPEPC shall review the jointly agreed upon recommendations of the Working Group, assess the feasibility of each recommendation in collaboration with other senior leaders within the University administration, as deemed appropriate by the VPEPC, and respond in writing to the Working Group by December 1, 2028. The response shall indicate which recommendation(s) may be considered for implementation, and the reason(s) that any recommendation(s) were not deemed to be feasible.

For the University

For the Union

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

York University
October 15, 2026

WITHOUT PREJUDICE

All Units – LOU – Use of Artificial Intelligence (“AI”) in the Workplace

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University’s position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.