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

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT

FOR UNIT 1

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 ARTICLE 10.01.1 (UNIT 1). BUILDS OFF EMPLOYER PROPOSAL TO MAKE TICKETED CD APPLICATION PROCESS DISCRETE FROM BLANKENT APPLICATION. ADDS AND CLARIFIES INFORMATION-SHARING. DEFINES POSTING TIMELINES. CLARIFIES PRIVACY AND CONFIDENTIALITY RELATING TO SELF-IDENTIFICATION FORM. DEFINES RELATIONSHIP BETWEEN TICKETED CD POSITIONS AND FCES. DOES NOT INCREASE NUMBER OF CDS RESERVED FOR TICKETS.

Unit 1

ARTICLE 10 – POSITIONS AND RATES OF PAY

10.01.1 The parties recognize that the Employer wishes to provide teaching opportunities for full-time graduate students. Such students will normally be employed in tutor 1, tutor 2, tutor 3, tutor 4, tutor 6, tutor 7, or writing instructor positions. However, the Employer reserves the right to appoint such students to ~~no more than fifty-five (55)~~ **~~eighty (80)~~** course director positions **not exceeding fifty-five (55) full course equivalents** (not including any course director positions to which full-time graduate students are appointed when there have been no suitably qualified candidates with applicable prior experience in Unit 2 for course director positions originally posted in Unit 2) during any twelve-month period ending 31 August. **Normally, ticketed course director positions shall be 0.5 FCE assignments.** In identifying courses to be made available as ticketed course opportunities, hiring units will give first consideration to courses that were not taught by an employee in the Unit 2 bargaining unit in the immediately preceding contract year.

~~Notwithstanding Article 10.01.2, the Employer further reserves the right to appoint such students to additional positions equal to one-third of the number of Research release time stipends granted each year to holders of SSHRC Research Grants. If a hiring unit has an even number of research release time stipends in a single year, the ratio shall be achieved by averaging the positions over two or more years.~~

The Administration will ensure – and verify through report**s provided by the Employer to the Labour Management Committee by 31 October, 1 March, and 30 June of each year** – that released courses are being distributed on the basis of one Unit 1 ticket for each group of two Unit 2 replacement appointments. The courses filled must have been taught in the previous year by a faculty member on release, or by a faculty member now taking on courses of released colleagues, or courses that the faculty member on leave had been scheduled to teach. These Unit 1 tickets shall not exceed the fore noted ratio. The Administration will report to the Labour-Management Committee as soon as ~~the grants are accepted and again, when~~ the appointments begin.

Effective ~~2015-16~~ 2026-27, the ticket application process is as follows:

(i) PhD students wishing to apply for a ticketed course directorship opportunity will submit a specific Ticket application as described in Appendix F ~~do so by January 31st using the standard Application for Teaching Assistantship Positions in Appendix F~~.

(ii) Applications for ticketed course directorships will additionally include, along with the Application Form in Appendix F:
   (a) A letter indicating the applicant's interest in teaching a course; how teaching a course fits with the applicant's future career aspirations; the subject matter the applicant is most qualified to teach; and the term or terms in which the applicant would be available to teach the course;
   (b) A statement from the applicant's supervisor indicating a ticketed course director position at this stage is appropriate and will not negatively affect the applicant's progress in the Program.

(c) Units may also require references from one or more course directors for whom the applicant has served as a teaching assistant.

Units may wish to provide additional guidance regarding item (ii)(a) above; such additional guidance will be communicated by the Unit to potential applicants.

(iii) ~~Programs~~ **Hiring Units** will ~~identify~~ post ~~the potential~~ ticketed course opportunities electronically in a location accessible to employees and the Union, ~~and will communicate the list of opportunities to applicants~~ normally by no later than **March** ~~April~~ 1. **Upon the posting of any ticketed course opportunities, the Hiring Unit will advertise the position through appropriate graduate program departmental listservs or equivalent forums and will notify all eligible applicants by e-mail.** If the ~~Program~~ **Hiring Unit** will have no ticketed course directorship opportunities, ~~the applicants~~ **all eligible applicants will be notified** by no later than **March 1 of each year** ~~April 1. Applicants may indicate their preference for a specific opportunity by April 15.~~

(iv) Postings for ticketed course director opportunities will be clearly identified as ticketed course opportunities in the CUPE 3903 Unit 1 bargaining unit and will have an application deadline of a minimum of ~~two~~ **four** weeks **or April 1, whichever is longer**.

(v) Applicants will be assessed and ranked on the basis of their applications. Units may optionally include an interview process; if an interview process is included, the interview process and its role in the applicant assessment will be communicated to applicants. ~~In all cases, appointment decisions will be communicated to applicants by May 15.~~

(vi) Normally, offers of ticketed course opportunities posted by April 1 will be issued no later than May 15.~~, and offers~~ **Offers** of appointment will be copied to the Union.

(a) Ticketed course opportunities that arise outside of this period must be posted in a location accessible to employees and the Union. Upon posting, the Hiring Unit will advertise the position through all appropriate Departmental listservs or equivalent forums and allow for a minimum two week application period. Offers of appointment will be copied to the Union.

(vii) Preference for appointments to ticketed course directorships will first be given to applicants in their upper years (year 4 and up) with the least prior experience as a ticketed course director. Units may establish their own eligibility criteria with respect to year or years of program and/or also consider progress toward program completion among upper-year applicants; any such criteria consideration will be communicated by the Unit to potential applicants.

(viii) A minimum of two ticketed courses directorships will be made available to each faculty to ensure the equitable availability of ticketed course directorships among

those faculties who may wish to use ticketed courses directorships.

(a) Should tickets be traded between Faculties, the Employer will notify the Labour Management Committee by 31 October of each year of these trades and of the final distribution of ticketed course directorships by Faculty and Department.

(ix) Giving preference first to qualified applicants in their upper years per (v) above, a minimum of 50% of the ticketed course directorships at the faculty level will be prioritized in each contract year for qualified applicants who self-identify as a member of one or more of the Equity Groups, as follows:

(a) A minimum of 50% of the Equity Group-prioritized ticketed course directorships will be further prioritized for qualified applicants who self-identify as Indigenous or racialized.

(b) In selecting between or among two or more qualified applicants who self-identify as Indigenous or racialized or between or among two or more qualified applicants who self-identify as other than Indigenous or racialized first priority will be given to applicants who self-identify as a member of two or more Equity Groups.

(x) Where there are no qualified applicants who self-identify as a member of an Equity Group, the ticketed course directorship will be awarded as set out in sections ~~(iv-v)~~ (v, vii, and viii) above.

APPENDIX F

APPLICATION FOR A TEACHING ASSISTANTSHIP POSITION
YORK UNIVERSITY
UNIT 1

(If you are registered at York as a full-time graduate student)

NAME_____TELEPHONE_____
Surname, Legal Name Preferred Name, Pronouns

ADDRESS_____POSTAL CODE_____
street city

SUMMER ADDRESS _____

SUMMER PHONE _____

EMAIL ADDRESS _____

SOCIAL INSURANCE NUMBER_____

DATE OF APPLICATION_____

STUDENT NUMBER_____

TYPE OF TEACHING ASSISTANTSHIP APPLICATION (check one):

Blanket Specific Specific Ticket

~~Please check "yes" or "no" if you wish to be considered for a ticketed course directorship:~~

~~YES~~ ~~NO~~

Please note that you must submit a completed self-identification survey with your application in order for your equity status to be considered in the selection process.

Self-Identification Survey results will be shared only on a need-to-know basis for the purpose of informing appointment decisions.

***If you are applying for a ticketed course directorship, please note:**
• if you would like to have your equity status considered in the selection process, it will be necessary to complete the self-identification form included in this application Form.
• Further, ~~note that~~ if you are applying for a ticketed course directorship, the required application information described in Article 10.01.1 and any additional information required by the Unit must be attached to this application form

Faculty_____Department/Division_____

Note that a blanket application, to be considered, must be submitted between November 15 and January 31 (or by the next business day if January 31 falls on a weekend) and shall apply to all positions in the hiring unit for academic sessions that commence during the twelve months following January 31. Any application after January
31 is specific to the position or positions listed below.

If you have any questions about how to fill in this application, please call the CUPE 3903 office at 416-736-5154.

Specific Ticket Application (only appears on a Specific Ticket Application)

TICKETED COURSE DIRECTOR OPPORTUNITY REQUESTED:

_____

Blanket or Specific Teaching Assistantship Application ***(only appears on a Blanket or Specific Application)***

TEACHING ASSISTANTSHIP POSITIONS REQUESTED:

(to be filled out~~:~~ even if you ~~wish to be considered~~ intend to apply separately for a ticketed course directorship)
(Even if this is a blanket application, please specify the position(s), course # and title, and academic session in which you are most interested.)

1. _____
2. _____
3. _____

PRESENT COURSE OF STUDY: Graduate Program_____

_____Masters _____Ph.D. _____/_____/_____ Year of Study _____
Entry Date *1st, 2nd etc.*

Graduate Supervisor _____

If applying for summer employment, are you a visa student?_____

PRIORITY POOL STATUS:
Number of years (including current year) a full-time Ph.D. candidate _____
TA assignments held at York while: a Masters candidate_____

PREVIOUS TEACHING ASSISTANTSHIPS AT YORK:
Including any currently held.

Faculty/Course #/Title (e.g. LAPS/HIST2510/Canadian History)	Year (e.g. 2013-14)	Study Level (e.g. Ph.D. I)

EDUCATION: Begin with current.

	Degree & Discipline	University	Date Completed/In Progress
1.			
2.			
3.			
4.			

TITLES OF COMPLETED, OR IN PROGRESS, HONOUR, MASTERS AND/OR PH.D. THESES:

PUBLICATIONS: Give authors, titles and journal references.

CURRENT RESEARCH:

RELEVANT GRADUATE LEVEL COURSE WORK:

_____
_____
_____
_____

RELATED WORK OR ACADEMIC EXPERIENCE:

_____
_____
_____
_____

Complete the CUPE 3903 Self-Identification Form included in the application form for new and continuing employees on a confidential basis. ~~Please note that you must submit a completed self-identification form with your application in order for your equity status to be considered in the selection process.~~

"Count yourself in!" The information collected may be used, pursuant to the relevant provisions of the collective agreement, to inform certain appointment decisions and support the assessment of whether equity requirements are being met. We need everyone, including those who do not identify as members of an equity group, to complete the Employment Equity Self-Identification Survey.

In addition, the information collected will be used on an aggregated basis for reporting purposes. Your information will also help us to prevent or address systemic barriers to access and opportunity, set, promote and measure equity, diversity and inclusion goals, and improve the work experience for all of York's employees. It is important to capture your identity to build awareness and ensure resources are made available to all employees including members of equity-seeking groups.

You are encouraged to complete your Self-Identification Survey each time you submit an application. You may self-identify under more than one of the designated groups.

If you choose not to complete the survey, please let us know by checking the box in Question "7" before submitting the form. If you choose not to complete the survey, you have the option to provide feedback as to why.

If you identify as a person with a disability, please contact the Employee Well-Being office (ewb@yorku.ca) if you need any workplace accommodation. You may also contact the CUPE 3903 Staff Representative Equity (equity@cupe3903.org).

FOR THE UNION

_____

FOR THE UNIVERSITY

_____