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

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT

FOR UNIT 1, 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 1 and Unit 2 – U1 Article 12.09 and U2 Article 12.21 U2 strikethrough of free labour provision following expiry of contract and compensate at Overwork rate.

Unit 1

12.09 APPOINTMENT DATES

The appointment dates for contracts ~~in the fall/winter session~~ shall normally be ~~1 September to 30 April.~~ as follows:

(1) Fall and Winter Term (Y Term): 1 September to 30 April
(2) Fall Term: 1 September to 31 December
(3) Winter Term: 1 January to 30 April
(4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement, where known, as soon as possible and not later than ~~15 March~~ four (4) weeks prior to the formal termination of the

contract in the Fall, Winter and Y Term, two (2) weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

(i) In the event of grade appeals, or academic dishonesty cases, such notice is not required. Such work on grade appeals or academic dishonesty shall be compensated at the Overwork Rate. ~~Whenever such work exceeds two hours, it shall be compensated at the Overwork rate.~~

(ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the Overwork rate. ~~Such individual notice shall detail the specific duties to be performed and their expected date of completion.~~

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

Unit 2

12.21 APPOINTMENT DATES

The appointment dates for contracts ~~in the fall/winter session~~ shall normally be ~~1 September to 30 April.~~ as follows:

(1) Fall and Winter Term (Y Term): 1 September to 30 April
(2) Fall Term: 1 September to 31 December
(3) Winter Term: 1 January to 30 April
(4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement, where known, as soon as possible and in any case not later than ~~15 March~~ four (4) weeks prior to the termination date of the contract in the Fall, Winter and Y Term, two (2) weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

(i) In the event of grade appeals, or academic dishonesty cases, such notice is not required. ~~Whenever such work exceeds two hours, it~~ Such work shall be compensated at the Overwork Rate ~~marker/grader rate~~.

(ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the marker/grader rate. ~~Such individual notice shall detail the specific duties to be performed and their expected date of completion.~~

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

For the University	For the Union
_____	_____
_____	_____
	_____

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