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

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT

FOR UNIT 1, UNIT 2, UNIT 3

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 CLARIFY TYPES OF INFORMATION RELATED THROUGH ARTICLES 4.03.4 AND 4.04.3

All Units

4.03 SEXUAL, GENDER AND GENDER IDENTITY HARASSMENT

4.03.4

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By February 1 and June 1 of each year, the Employer will provide the Union with a report of the number of members CUPE 3903 represented employees who have made

complaints of sexual and/or gender harassment in the workplace at the Centre for Human Rights, Equity and Inclusion and/or the Centre for Sexual Violence Response, the Office of Student Community Relations, as applicable. The report shall also indicate whether the complaint was withdrawn, resolved, whether the case is ongoing, and the mechanism through which the complaint was/is being adjudicated, such as alternative dispute resolution or formal complaint resolution (including mediation, investigation, and adjudication).

4.04 RACIAL AND ETHNIC HARASSMENT

4.04.3

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By February 1 and June 1 of each year, the Employer will provide the Union with a report of the number of members CUPE 3903 represented employees who have made complaints of racism and/or ethnic harassment in the workplace at the Centre for Human Rights, Equity and Inclusion and/or the Centre for Sexual Violence Response, the Office of Student Community Relations, as applicable. The report shall also indicate whether the complaint was withdrawn, resolved, whether the case is ongoing, and the mechanism through which the complaint was/is being adjudicated, such as alternative dispute resolution or formal complaint resolution (including mediation, investigation, and adjudication).