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.

UPDATED PROPOSAL ON FUND PROTECTION. CORRECTS DATES USED IN CALCULATING FUND PROTECTION AND REMOVES POST-RETIREMENT BENEFITS FROM EARLIER UNION PROPOSAL (UNIT 2)

Unit 1

15.24

FUND PROTECTION

There will be no diminution in the per employee amount in the funds listed below during the term of this collective agreement as a result of an increase in the

number of employees in the bargaining unit as at October 1, 202**6**~~3~~ and October 1, 202**7**~~4~~ and October 1, 202**5**~~8~~. Growth in the number of employees will be measured on the basis of a two year collective agreement lag using October 1st as the date. For the 202**6**~~3~~-202**9**~~6~~ collective agreement, growth in the number of employees will therefore be measured on the basis of the number of employees as of October 1, ~~2014~~ **2020**. In the case of the funds below where such is indicated, the basis on which growth in the number of employees will be measured is the growth in the number of employees who are eligible to use the funds.

[…]

Funds:

- Article 15.12.2 and 15.12.3 Childcare Subsidies
- Article 15.14 Graduate Student Bursary Fund
- Article 15.15 Research Costs Fund
- Article 15.16 Professional Development Fund
- Article 15.18 Masters Bursary Fund (based on number of bargaining unit members in Masters programs)
- Article 15.19 PhD Completion Fund (based on number of bargaining unit members registering for their final term of eligibility for full-time status in a doctoral program)
- Article 15.20 UHIP Fund (based on number of international students in the Unit 1 and Unit 3 bargaining units)
- Article 20 Ways & Means Fund

[…]

Unit 2

15.29

FUND PROTECTION

There will be no diminution in the per employee amount in the funds listed below during the term of this collective agreement as a result of an increase in the number of employees in the bargaining unit as at October 1, 202**6**~~3~~ and October 1, 202**7**~~4~~ and October 1, 202**5**~~8~~. Growth in the number of employees will be measured on the basis of a two year collective agreement lag using October 1st as the date. For the 202**6**~~3~~-202**9**~~6~~ collective agreement, growth in the number of employees will therefore be measured on the basis of the number of employees as of October 1, ~~2014~~ **2020**. In the case of the funds below where such is indicated, the basis on which growth in the number of employees will be measured is the growth in the number of employees who are eligible to use the funds.

[…]

Funds:

- Article 15.12.2 and 15.12.3 Childcare Subsidies
- Article 15.16 Research Grant Funds

- Article 15.17 Conference Travel Fund
- Article 15.18 Teaching Development Fund
- Article 15.19 Professional Development Fund
- ~~**Article 15.27 Post Retirement Benefits**~~
- Article 20 Ways & Means Fund

[…]

Unit 3

21.01

There will be no diminution in the per employee amount in the funds listed below during the term of this collective agreement as a result of an increase in the number of employees in the bargaining unit as at October 1, 202**6**~~3~~ and October 1, 202**7**~~4~~ and October 1, 202**5**~~8~~. Growth in the number of employees will be measured on the basis of a two year collective agreement lag using October 1st as the date. For the 202**6**~~3~~-202**9**~~6~~ collective agreement, growth in the number of employees will therefore be measured on the basis of the number of employees as of October 1, ~~2014~~ **2020**. In the case of the funds below where such is indicated, the basis on which growth in the number of employees will be measured is the growth in the number of employees who are eligible to use the funds.

[...]

Funds:

- Article 15.09.1 and 15.09.2 Childcare Subsidies
- Article 18 Ways & Means Fund
- Article 19 Professional Development Fund
- Article 20 GA Bursary Fund
- Article 23 UHIP Fund (based on number of international students in the Unit 1 and Unit 3 bargaining units)

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FOR THE UNION FOR THE UNIVERSITY