November 8, 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.

UPDATED LETTER INCLUDING "US TOO" CLAUSE

Units 1 & 2

Letter of Intent Regarding

Changes to the York University Pension Plan (YUPP) for CUPE 3903 Members

(YUPP 1.07)

Whereas, CUPE3903 has been a member of the pension plan since January 1, 1988, and

whereas the yearly wage equivalent of a three-course teaching load is usually deemed normal full-time, full-year pensionable basis for other unions contributing to the YUPP, and

whereas on January 1, 2015, the employer set the full-time normal basis, and only for CUPE 3903 members, to a 3.5 course load level without corresponding union consultations, and

whereas, at present the YUPP includes a formula for determining the "minimum guaranteed benefit" (MG benefit) that compares unfavorably to the MG benefit formula of other similar plans in our sector, and

whereas most plans in our sector pay roughly 5% more upon retirement for the same years of service and income, and many include provisions for CPI indexing of benefits, often adding nearly 25% in value to a pension plan lacking such a provision, and

both parties agree to rectify the imbalance by introducing, by January 1, 2028, and seeking agreement from other Unions in the YUPP to the following changes to the York University Pension Plan:

1.07 (d) Credited Service

(d): teaches a minimum of ~~3.5~~ 3 full-time course equivalents at the University in the Plan Year over a period of less than 12 months. Lower course equivalents will be prorated as a fraction of this full-time equivalent for Credited Service.

As a penalty for inactivity or non-compliance, the university will issue a one-time payment of up to 1% of a member's 2027 gross annual earnings, but only up to their maximum contribution room, into their current year pension as an AVC (additional voluntary contribution) on April 1, 2028. This payment will be received by all currently active CUPE 3903 members who joined the pension plan in the year of 2026 or before and are holding a contract in 2028.

If, after the ratification of this collective agreement any or all of the other participating unions in the YUPP gain additional and/or beneficial language for their members, this union shall be offered the option via the AUPC and the Labour Management Committee to be included as a beneficiary of such changes, as applicable to our members.

FOR THE UNION FOR THE UNIVERSITY