**12 November, 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 IF AND WHEN ANONYMOUS INFORMATION MAY BE USED IN ESTABLSHING JUST CAUSE, AND CONSEQUENCES OF USE.

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## All Units

8.01.1

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**Other than where compelled by law, anonymous information will not be used to establish just cause. For clarity, in applying this article, any information sourced from third-party online sources shall be considered anonymous. If**

**introduced, such information shall be sufficient in and of itself to invalidate the proceedings.**

| FOR THE UNION | FOR THE UNIVERSITY |
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