November 12th, 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.

PASS BACK TO REFINE TUTOR DEFINITIONS. INCLUDES REMOTIVATING DISCRETE T7 DEFINITIONS

Unit 1

"TUTOR 2 DEMONSTRATOR" shall normally be defined as an individual who prepares for and conducts a lab demonstration and/or leads students through laboratory activities, evaluates work of students within the lab, and performs related duties as directed by the course supervisor, but who is not assigned principal responsibility for the design and/or presentation of a course. For the purposes of calculating salary and experience, it is recognized that one Tutor 2 (Demonstrator: 3 lab hrs/wk) position normally consists of one (1) three-hour lab per week in the fall/winter session or the pro-rated equivalent in other sessions. It is also recognized, however, that there are

anomalies which deviate from this norm for a variety of reasons which may include but are not limited to: the nature and level of the course and pedagogy involved; the amount of out-of-class preparation time; the size of the class; the number of weeks in the session and/or reasonable faculty/unit practices. The parties agree that the identification of a position as an anomaly may justify remunerating that position at a salary higher or lower than specified in Article 10.04.1. In such cases, the parties shall negotiate and agree upon the remuneration for such positions. Where the parties fail to agree upon the remuneration for any such position, the question may be referred directly to Arbitration in accordance with Article 7.

"TUTOR 6 STUDIO INSTRUCTOR" shall normally be defined as an individual who prepares for and conducts a studio or other practice-based classes, evaluates work of students within the studio or class, and performs related duties as directed by the course supervisor, but who is not assigned principal responsibility for the design and/or presentation of a course. For the purposes of calculating salary and experience, it is recognized that one Tutor 6 Studio Instructor position normally consists of one (1) one-hour studio group per week in the fall/winter session, or the pro-rated equivalent in other sessions. It is also recognized, however, that there are anomalies which deviate from this norm for a variety of reasons which may include but are not limited to: the nature and level of the course and pedagogy involved; the amount of out-of-class preparation time; the size of the class; the number of weeks in the session and/or reasonable faculty/unit practices. The parties agree that the identification of a position as an anomaly may justify remunerating that position at a salary higher or lower than specified in Article 10.04.1. In such cases, the parties shall negotiate and agree upon the remuneration for such positions. Where the parties fail to agree upon the remuneration for any such position, the question may be referred directly to Arbitration in accordance with Article 7.

"TUTOR 7 MISCELLANEOUS" shall normally be defined as an individual employed in teaching, demonstrating, tutoring, marking, or other tasks in support of a course, which cannot be defined by another tutor designation. Tutor 7 Miscellaneous is not assigned principal responsibility for the design and/or presentation of a course. For the purposes of calculating salary and experience, it is recognized that one tutor 7 miscellaneous position normally consists of 135 hours. It is also recognized, however, that there are anomalies which deviate from this norm for a variety of reasons which may include but are not limited to: the nature and level of the course and pedagogy involved; the amount of out-of-class preparation time; the size of the class; the number of weeks in the session and/or reasonable faculty/unit practices. The parties agree that the identification of a position as an anomaly may justify remunerating that position at a salary higher or lower than specified in Article 10.04.1. In such cases, the

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"TUTOR 7 (LABORATORY FACILITATOR)" shall normally be defined as an individual who monitors students in a lab setting, facilitates group sessions, and does not have a demonstrating component. Other duties may include marking, grading, and office hours. For the purposes of calculating salary and experience, it is recognized that one laboratory facilitator (tutor 7) position may consist of up to one (1) three-hour lab group per week in the fall/winter session, or the prorated equivalent in other sessions. It is also recognized, however, that there are anomalies which deviate from this norm for a variety of reasons which may include but are not limited to: the nature and level of the course and pedagogy involved; the amount of out-of-class preparation time; the size of the class; the number of weeks in the session and/or reasonable faculty/ unit practices. The parties agree that the identification of a position as an anomaly may justify remunerating that position at a salary higher or lower than specified in Article 10.04.1. In such cases, the parties shall negotiate and agree upon the remuneration for such positions. Where the parties fail to agree upon the remuneration for any such position, the question may be referred directly to Arbitration in accordance with Article 7.

7.10. "TUTOR 7 (ACCOMMODATION)" shall normally be defined as an individual who may perform duties related to course administration, curriculum development, or other duties related to teaching, demonstrating, tutoring or marking. It is understood that, where the performance of the position requires student contact hours, those shall not exceed three hours per week.

Unit 2

"TUTOR 2 DEMONSTRATOR" shall normally be defined as an individual who prepares for and conducts a lab demonstration and/or leads students through laboratory activities, evaluates work of students within the lab, and performs related duties as directed by the course supervisor, but who is not assigned principal responsibility for the design and/or presentation of a course. For the purposes of calculating salary and experience, it is recognized that one Tutor 2 (Demonstrator: 3 lab hrs/wk) position normally consists of one (1) three-hour lab per week in the fall/winter session or the

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FOR THE UNION	FOR THE UNIVERSITY
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