

- These proposals are provided without prejudice to the Employer's right to table additional, new and/or amended proposals in the course of collective bargaining negotiations and in response to Union proposals. They are also made without prejudice to any current or future grievance and the Employer's position on the interpretation of collective agreement language in any current or future grievance.
- The University is willing to retain the services of an experienced labour mediator to assist the parties in achieving a renewal agreement at any point upon the agreement of CUPE 3903-3.
- To guarantee there is no disruption to the students of York, the University is also willing to refer all outstanding matters preventing the renewal of the Collective Agreement to interest arbitration at any point upon the agreement of CUPE 3903-3.
- The University proposes a three (3) year renewal agreement and amendment of the cover page and duration provision to reflect the same.
- The University proposes a reasonable pay increase in keeping with sectoral provincial increases and norms.

PROPOSAL #1 ARTICLE 15

a) 15.02 – WRITTEN NOTICE OF ASSIGNMENT

Amend Article 15.02 to add the following:

An offer of appointment shall be accepted or declined within 5 days.

b) ARTICLE 15.08 – TECHNOLOGY

Amend Article 15.08 as follows:

15.08 TECHNOLOGY

~~Where communication and the dissemination of information are deemed indispensable to the normal functioning of the faculty councils or departments/divisions (e.g., the scheduling of Senate, Council, departmental and/or course meetings), hard copy versions of this information shall be posted and readily accessible to all CUPE members of the appropriate body.~~

Where on-line applications are required for internal bursaries, scholarships or awards

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administered by the Faculty of Graduate Studies, hard copy versions of these application forms will be made available to the union at their request on behalf of specific CUPE 3903 employees for whom on-line access is not reasonably available. No Unit 3 employee's application will be rendered ineligible owing to difficulties with internal electronic applications.

If a graduate assistant is unable to perform assigned duties due to a lack of technological skills or knowledge she will be assigned different duties or a different graduate assistantship, with no reduction in her remuneration under Article 10.02.