

## **Employer November 16, 2020 Proposal for a Framework to Extend the York-CUPE 3903 Unit 1 Collective Agreement**

- A. This proposal framework is tabled without prejudice to the Employer's tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations.
- B. This proposal framework is made without prejudice to the Employer's interpretation of collective agreement language in any current or future grievances.
- C. The final form of an extended collective agreement is subject to necessary housekeeping and administrative detail for numerical consistency, dates, cross-referencing of Article numbers and the like.

### **Proposed Framework**

- 1. The collective agreement will be extended for those terms that do not otherwise expire at its conclusion for a three-year period ending August 31, 2023.
- 2. The extended collective agreement will be amended to adopt the use of the gender neutral and inclusive pronoun *they* throughout.
- 3. The Employer and CUPE 3903 will discuss for possible inclusion in the extended collective agreement as in 1 above those items which expire or have no further application on the conclusion of the existing collective agreement. For clarity, the following is the list of these items:
  - (i) Article 15.12.4 – Childcare Fund
  - (ii) Article 15.25 – Sexual Violence Survivor Fund
  - (iii) Article 15.30 – CUPE 3903 Benefits Fund
- 4. The Employer and CUPE 3903 will discuss salary rates in each year of the extended collective agreement as in 1 above (Articles 10.02 and 15.03.1).
- 5. The Employer and CUPE 3903 will also discuss the value of Grant-in-Aid (Article 10.02), Graduate Financial Assistance (Article 10.08) and funds that continue under the terms of the extended collective agreement.
- 6. Any agreements resulting from discussion of salary rates and discussion of Grant-in-Aid, Graduate Financial Assistance and funds per Paragraph 3, 4 and 5 above will be subject to the stipulated moderation period in the *Protecting a Sustainable Public Sector for Future Generations Act* (Bill 124).
- 7. If an agreement on an extension of the collective agreement is not reached and ratified by the parties by 5:00pm, December 16, 2020 this proposal framework will be withdrawn.