Employer November 16, 2020 Proposal for a Framework to Extend the York-CUPE 3903 Unit 3 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 15.09.3 – Childcare Fund
   (ii) Article 22 – CUPE 3903 Benefits Fund
   (iii) Article 26 – Sexual Violence Survivor Fund
   (iv) Letter of Understanding – Graduate Assistant Training Fund and Graduate Assistant Assignment Protocol

4. The Employer and CUPE 3903 will discuss salary rates in each year of the extended collective agreement as in 1 above (Article 10.02).

5. The Employer and CUPE 3903 also discuss the value of Grant-in-Aid (Article 10.02), GA 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 increases and discussion of Grant-in-Aid, GA 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agreement is not reached and ratified by the parties by 5:00pm, December 16, 2020, this proposal framework will be withdrawn.