**2024-02-15 CUPE 3903 Counter-Proposal on Definition of a Day**

*CUPE 3903 proposals are tabled without prejudice to the Union’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations, and the Union’s interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed any article or provision expiring during the life of the 2020–2023 Collective Agreement is hereby renewed.*

***Guide to formatting of text in proposals in this table:***

**New language, with respect to the 2020-2023 Collective Agreement (CA)**

*New language, with respect to the previous pass of the party*

~~Language that has been removed, with respect to the 2020–2023 CA~~

*~~Language that has been removed, with respect to the previous pass of the party~~*

**Notes on the organization of the chart:**

1. The date of the latest version of a proposal presented at the bargaining table is indicated in square brackets in bold, italicized text (e.g., ***[July 31, 2023]***).
2. Occasional clarifying editorial notes within a proposal (that are not part of the proposal) also appear in bold, italicized text within square brackets ***[like this]*** and may be highlighted in yellow for additional clarity.
3. Ellipses within square brackets [...] indicate where existing CA language not affected by a proposal has been left out to save space.

| **Proposal #** | **UNIT Article # Title** | **CA Language 2020–23** | **Change/ Rationale** | **CUPE Latest Proposal** | **ER Latest Proposal** | **Agreed changes signed-off by both parties** |
| --- | --- | --- | --- | --- | --- | --- |
|  | ALL UNITS  Appendix X  DEFINITION OF A DAY | **[new]** | Standardizing meaning of a day across the CA; including a section on “definitions” as part of Article 1 | ***[February 15, 2024]***  ***[UNIT 2]***  ARTICLE 1 – PURPOSE **AND DEFINITIONS**  [...]  **1.03 DEFINITIONS**  **1.03.1 Definition of a Day: Throughout the Collective Agreement “Day(s)” refers to calendar day(s), unless:**  **(a) The language of the Collective Agreement specifies “Working Days”; or**    **(b) The day(s) at issue is/are observed as a statutory holiday by the University or the University is otherwise closed, in which case the day(s) shall not count towards any time limit set out in the Collective Agreement.** | ***[November 24, 2023]***  **APPENDIX “X”: DEFINITION OF DAY**  **Throughout the Collective Agreement “Day(s)” refers to calendar day(s), unless:**   1. **The language of the Collective Agreement specifies “Working Days”; or** 2. **The day(s) at issue is/are observed as a statutory holiday by the University or the University is otherwise closed, in which case the day(s) shall not count towards any time limit set out in the Collective Agreement.** |  |