* + These Response 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. All proposals 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.

**Union Proposal # 51**

**10.03**

The Employer shall maintain an online system for postings issued for the academic year. Where changes are made to the Employer’s online system, which changes will not impact on the availability above, the Union will be advised and be provided a review of the changes.

**Union Proposal #96**

**3.04**

As part of any offer of admission to a graduate program that includes work under this Agreement, the Employer will provide notice of the Union’s representational rights and information and direction to the Collective Agreement.

**Union Proposal #100**

21:

The employer agrees to provide the union free of charge, except as otherwise specified in this article, with the use of suitable, serviced office space, in a building fully accessible when needed (i.e. with accessible washrooms, door openers, ramps and/or elevators), with a telephone line, the telephone charges to be borne by the union, and a Telecommunication Device for the Deaf (TDD). The union shall have the use of the internal University postal service for union business, external mailing costs of the union to be borne by the union, and shall be given a University mailing number. The employer shall allow the union to use the University duplicating services, computing facilities, word processing equipment, and audio-visual equipment on the same basis and at the same rates established by the employer for University users. The employer shall provide the union with suitable meeting rooms as required, free of charge and on the same basis as other voluntary associations within the University which shall include the ability to book available meeting rooms on campuses where the union does not have a permanent office. The employer shall provide the union with use of a designated bulletin board in each department/division for the display of union notices, job postings and other union-related materials. If not the case as a result of the foregoing, each campus will have a dedicated bulletin board for use by the union. The employer shall also provide the union with a lighted bulletin board in the area designated by the Office of Student Affairs adjacent to the East Bear Pit of the Ross Building.

Should one be deemed required, any move from the union’s current office space will be subject to the same terms, conditions, and negotiations as those enjoyed by any other bargaining unit. Further, the employer will make best efforts to ensure that any new office space is equal to or better than the current facilities.

**Union Proposal #101**

**11.04.1**

Full‐time graduate students who have served on the CUPE 3903 bargaining team may, on the basis of such service, submit petitions for academic extensions for a total of twelve months beyond the Faculty of Graduate Studies deadlines. Petitions shall be submitted through the Graduate Program Directors and copied directly to the Dean. When considering petitions based on service on the union bargaining team, the Dean of Graduate Studies shall take into account the effect of such service upon the progress of the student’s work. If the Dean decides not to grant such a petition, she shall state the reasons for her decision in writing, including the basis upon which she decided that the effect of such service upon the progress of the student’s work was not sufficient to grant the petition, to the individual with a copy to the union. Such a request shall not be unreasonably denied. Petitions of full‐time graduate students which are granted shall be granted for full‐time status with an additional year in the priority pool and petitions of part‐time students which are granted shall be granted for part‐time status.

Members of the CUPE 3903 bargaining team who have a conflict between graduate assistant duties and a bargaining meeting with the Employer will be able to make up or reschedule the work missed due to bargaining. In the event that making up or rescheduling the work is not possible, members of the CUPE 3903 bargaining team will suffer no loss of remuneration for time spent in a bargaining meeting with the Employer.

**Union Proposal #78**

**Letter of Understanding – Breastfeeding Facilities**

In negotiations for the 2017-2020 Collective Agreement the Union raised its desire to ensure the accessibility and availability of breastfeeding facilities for its members.

The University has a posted family status accommodation guideline on-line and has existing available locations which may be accessed through the Centre for Human Rights.

The University will conduct a review of its campuses and, prior to August 31, 2018, will develop a plan identifying accessible spaces on each campus with guidelines for their availability and use.