

- 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. 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 3903-1.
- 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 3903-1.

Union Proposal #51

22.04

The Employer shall maintain an online system for postings issued for the academic year. Where significant 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. The Employer will also maintain archives of the past years as available.

Union Proposal #79 (E/r Counter)

Amend 5.03:

Remove last paragraph

Amend 5.03.1:

While not a designated group under the Federal Contractors Program the parties recognize and wish to remove any employment barriers and barriers to fair representation for employees that self identify as LGBTQ. Implementation of LGBTQ

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**Response Proposals of York University
For the Renewal of the
CUPE 3903 – 1 Collective Agreement**

identified employees as the fifth Employment Equity group within the Collective Agreement will be done so as not to interfere with the Employer's Federal Contractors Program obligations.

Union Proposal #95

Amend 22.01(i) as follows:

Electronic transfer, updated by 1 November and 1 February each year, for...

Amend Article 22.02. (i) as follows:

...

address (as contained in the Payroll file and/or on-line application)
telephone number (as available in the payroll file and/or online application)

...

Amend Article 12.01.1 as follows:

12.01.1 All applicants for positions...must apply directly, providing....

Union Proposal #90

Amend / add to 5.03

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

Having regard to the above and available data, for the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people ("visible minorities"), then an applicant that self identifies as a racialized woman will be appointed.

2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.

3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), then a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.

4) if there are no candidates from the under-represented groups or if the hiring unit has met the thresholds under (1), then a candidate that self identifies as LGBTQ will be hired.

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation.

Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.