

## **Employer November 16, 2020 Proposal for a Framework to Extend the York-CUPE 3903 Unit 2 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 set out in Paragraph 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 15.12.1 – Childcare Fund
  - (ii) Article 15.25 – Sexual Violence Survivor Fund
  - (iii) Article 15.30 – CUPE 3903 Benefits Fund
  - (iv) Article 23 – Conversion Program
  - (v) Article 24 – LSTA Program
  - (vi) Memorandum of Settlement – Special Renewable Contracts ("SRCs")
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 funds that continue under the terms of the extended collective agreement.
6. Any agreements resulting from discussion of salary rates and discussion of 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. By no later than January 31, 2021, a joint committee will be established with the purpose of making recommendations for a new job stability program in the York-

CUPE 3903 Unit 2 collective agreement that would be in place of the Long Service Teaching Appointment (LSTA) Program described in Article 24 and the SRC Program described in the Memorandum of Settlement – Special Renewable Contracts (“SRCs”).

The following principles will guide the joint committee’s recommendations for a new job stability program:

- Greater number of opportunities for contract faculty
- Whether by design or specific provisions, greater opportunities for BIPOC contract faculty
- More sustainable than existing job stability programs for contract faculty
- Need versus numbers driven
- Job stability within rather than outside the York-CUPE 3903 Unit 2 collective agreement

The joint committee will have five Employer and five Union representatives, and the parties will invite Christopher Albertyn to assist with the joint committee’s work, at a cost to be borne equally between the parties.

The joint committee will convene to begin its deliberations by no later than February 19, 2021 and will make its recommendations by no later than September 1, 2022. The joint committee’s recommendations will be subject to each Party’s approval process. As applicable, approved recommendations regarding a new job stability program will be incorporated into the renewal collective agreement succeeding the extended collective agreement on its expiry.

The timelines in the preceding paragraph reflect a commitment by the parties that the joint committee will, in good faith, meaningfully engage in its work and make its recommendations available to the parties prior to the commencement of negotiations for a renewal collective agreement beyond the expiry of the extended collective agreement.

8. 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.