

January 22, 2021

Employer January 22, 2021 Proposal for a Framework to Extend the York-CUPE 3903 Unit 1 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 extended collective agreement will be amended to include the following funds ~~Employer and CUPE 3903 will discuss for possible inclusion in the extended collective agreement as 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 15.12.4 – Childcare Fund
 - (ii) Article 15.25 – Sexual Violence Survivor Fund
 - (iii) Article 15.30 – CUPE 3903 Benefits Fund
- 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 Grant-in-Aid (Article 10.02), Graduate Financial Assistance (Article 10.08) and funds that continue under the terms of the extended collective agreement.

Further the Employer and CUPE agree that the Tuition Costs Fund per Article 15.17 will be administered by the Professional Development Fund Committee of the Union.

6. Any agreements resulting from discussion of salary rates and discussion of Grant-in-Aid, Graduate 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. The Employer and CUPE 3903 Unit 1 will discuss for possible amendment in the extended collective agreement as set out in Paragraph 1 above, the following Articles of the existing collective agreement:
 - (i) Article 17.21 Domestic or Sexual Violence Leave
 - (ii) Appendix F – Application Form for a Teaching Assistant Position
 - (iii) New definitional clause for intersectionality
8. By no later than May 1, 2021, a joint committee will be established with the purpose of reviewing processes leading up to and including the provisions of written offers of appointment in accordance with Article 12.07 with a view to identifying opportunities for process changes that would enable the Employer to deliver written offers of appointment at dates by or earlier than the notification dates currently specified in the collective agreement and to make recommendations with respect to same.

The joint committee will have three Employer and three Union representatives and will begin its deliberations by no later than May 16, 2021 and will make its recommendations by no later than October 1, 2022. The joint committee's recommendations will be subject to each Party's approval process. As applicable, approved recommendations regarding opportunities for process changes that would enable the Employer to deliver written offers of appointment at dates by or earlier than the notification dates currently specified in the collective agreement will be incorporated into the renewal collective agreement succeeding the 2020-23 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.
9. If an agreement on an extension of the collective agreement is not reached and ratified by the parties by 5:00pm, March 15, 2021 ~~December 16, 2020~~ this proposal framework will be withdrawn.