

January 22, 2021

Employer January 22, 2021 Proposal for a Framework to Extend the York-CUPE 3903 Unit 3 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
~~The 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 15.09.3 – Childcare Fund
 - (ii) Article 22 – CUPE 3903 Benefits Fund
 - (iii) Article 26 – Sexual Violence Survivor Fund
 - ~~(iv) Letter of Understanding – Graduate Assistant Training Fund and Graduate Assistant Assignment Protocol~~
- 4. The Employer and CUPE 3903 will discuss salary rates in each year of the extended collective agreement as in Paragraph 1 above (Article 10.02).
- 5. The Employer and CUPE 3903 also discuss the value of Grant-in-Aid (Article 10.02), GA 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 15.20 will be administered by the Professional Development Fund Committee of the Union.

6. Any agreements resulting from discussion of salary rates increases and discussion of Grant-in-Aid, GA 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 extended collective agreement will be amended to extend the current Letter of Understanding – Graduate Assistant Training Fund and Graduate Assistant Assignment Protocol for the duration 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, March 15, 2021 ~~December 16, 2020~~ this proposal framework will be withdrawn.