

Employer Proposal
Without Prejudice
ALL UNITS – RESOURCES FOR PERSONS WITH DISABILITIES
Provided to CUPE 3903 via email August 31, 2023

Article 15.01.3 - Unit 1; 15.01.8 Unit 2

RESOURCES FOR PERSONS WITH DISABILITIES

Persons with disabilities, per the York University's **accommodation process** Occupational Health and Safety Policy, shall be accommodated, **including through** and have access to the DOHS funds designated for the purchase of special equipment or required resources **identified as a required accommodation** to assist employees in the performance of their teaching, demonstrating, tutoring or marking, **as appropriate**, on the same basis as other York University employees. ~~The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues.~~

Article 11.01 - Unit 3

RESOURCES FOR PERSONS WITH DISABILITIES

Persons with disabilities, per the York University's **accommodation process** Occupational Health and Safety Policy, shall be accommodated, **including** and have access to the DOHS funds designated for the purchase of special equipment or required resources **identified as a required accommodation** to assist employees in the performance of their teaching, demonstrating, tutoring or marking, **as appropriate**, on the same basis as other York University employees. ~~The Office of the Disabilities Co-ordination Manager will act as a liaison between the Employer and the employee with disabilities on these issues.~~

All union benefits available to graduate assistants with disabilities shall be advertised in the Faculty of Graduate Studies Calendar in a section written by CUPE 3903 and approved by the Labour/Management Committee.