

December 11, 2023  
Employer Proposal without prejudice

The following proposal regarding Article 10.1.1.3 is applicable to the Unit 1 collective agreement and will form part of the Employer's Schedule "C" which states:

**Schedule "C" to Memorandum of Settlement for A Renewal Collective Agreement  
Other Proposals**

Agreement to all proposals in this Comprehensive Framework, including Schedules "A" and "B", is subject to agreement to all items that **will be** contained in Schedule "C".

**ARTICLE 10**

10.1.1.3 The employer shall provide the union with a list of the appointees and the courses to which they are appointed by 31 October, 1 March, and 30 June of each year ~~and by similarly reasonable dates in other sessions~~. Included with the list will be a report on the number of applicants and the number of appointees who self-identified as a member of one or more of the designated employment equity groups, a copy of which will be provided to the CUPE 3903 Equity Officer and the Joint Labour Management Committee.