

January 17, 2024
Employer Proposal without prejudice
Unit 2 – Article 15.21

The following proposal regarding Letter of Understanding - Discussions regarding Professional Expense Reimbursement is applicable to the Unit 2 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".

**Letter of Understanding
Discussions regarding Professional Expense Reimbursement
Article 15.21 of the York - CUPE 3903 Unit 2 Collective Agreement**

1. The Union and the Employer (the "parties") agree to strike a Joint Professional Expense Reimbursement Working Group (the "Joint Working Group") no later than three (3) months following ratification of the renewal 2023-26 York - CUPE 3903 Unit 2 collective agreement.
2. The Joint Working Group will examine and review various options with respect to the administration of monies set out in Article 15.21 of the Collective Agreement.
3. The Joint Working Group will be made up of up to four representatives from and selected by each party. If either party wishes to have more than four representatives in attendance at a meeting of the Joint Working Group, it is expected to seek the agreement of the other party no later than seven days in advance of the meeting.
4. The Joint Working Group will make recommendations to the Joint Labour Management Committee no later than six months prior to the expiry of the renewal 2023-2026 York-CUPE 3903 Unit 2 collective agreement.
5. This Letter of Understanding shall be placed in the 2023-26 collective agreement booklet and shall form part of the 2023-26 collective agreement. It will expire with the expiration of the 2023-26 collective agreement and shall be removed from the subsequent renewal collective agreement unless renewed by the parties.