**February 02, 2024 Employer Without Prejudice or Precedent Proposal**

**LETTER OF UNDERSTANDING**

**B E T W E E N:**

**CUPE 3903 Units 1, 2 and 3**

**(“UNION”)**

**and**

**YORK UNIVERSITY**

**(“UNIVERSITY”)**

**Re: Paid Adoption Leave**

Whereas Paid Adoption Leave is currently provided on the terms set out in the collective agreements[[1]](#footnote-1).

And Whereas, the federal government has proposed amendments to the *Employment Insurance Act* (*EI Act*) to provide up to 15 weeks of shareable EI adoption benefits.

Now Therefore the parties agree that:

If the legislation passes during the 2023-2026 collective agreement, the University will increase the paid adoption leave in the relevant paid adoption leave article of the collective agreement from twelve thirty-fifths to fifteen thirty-fifths for any paid adoption leaves commencing after that date.

1. Article 17.08 in Units 1 and Unit 2 and Article 16.10 in Unit 3 [↑](#footnote-ref-1)