

February 16, 2018

UNIT 2

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

20.01

Effective September 1, 2018 the employer will contribute \$85,000 to this fund in each year of the collective agreement

Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee.

In addition, the University will commit to up to \$10,000 being provided to the Fund in each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).

FOR THE UNIVERSITY:

[Signature]

Feb 2018

Date

FOR CUPE 3903:

[Signature]

Feb 16/18

Date

[Signature]

Feb 16/18

[Signature]

Feb 16/18



February 16, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

20.01

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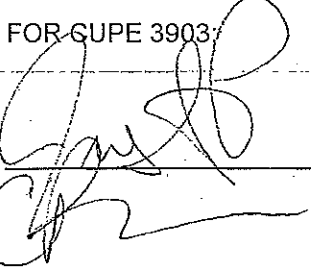
In addition, the University will commit to up to \$10,000 being provided to the Fund in each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).

FOR THE UNIVERSITY:



Feb 2018

Date

FOR CUPE 3903:  


16 Feb 2018

Date



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UNIT 3

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

10.10(5)  
~~10.09(8)~~

The Employer shall provide access to all members and their family to the Employee and Family Assistance Program (EFAP) for the remainder of any academic year in which an employee has worked under a contract.

FOR THE UNIVERSITY:

Norman Shaw

Feb 2018

Date

FOR CUPE 3903:

M. [Signature]

Feb. 16. 2018

Date



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Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

10, 19 16

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FOR THE UNIVERSITY:

Nouman

FEB 2018

Date

FOR CUPE 3903:

[Signature]

FEB 16/18

Date

[Signature]

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[Signature]

FEB. 16/18





February 16, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

10.22

The Employer shall provide access to all members and their family to the Employee and Family Assistance Program (EFAP) for the remainder of any academic year in which an employee has worked under a contract.

FOR THE UNIVERSITY:

[Signature]

Feb 2018

Date

FOR CUPE 3903:

[Signature]  
[Signature]

16 Feb 2018

Date

16 Feb 2018



January 25, 2018

UNIT 3

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903.

24.01

Effective September 1, 2018, \$40,000 will be allocated to this Fund annually. Allocations from the Fund will be made by the Union based upon pre-established and posted guidelines.

An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

FOR THE UNIVERSITY:

[Signature]

Jan. 25/18

Date

FOR CUPE 3903:

[Signature]

Jan. 25. 2018

Date



January 25, 2018

UNIT 2

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-


Canadian Union of Public Employees and its Local 3903

15.23

Effective September 1, 2018, \$40,000 will be allocated to this Fund annually. Allocations from the Fund will be made by the Union based upon pre-established and posted guidelines.

An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

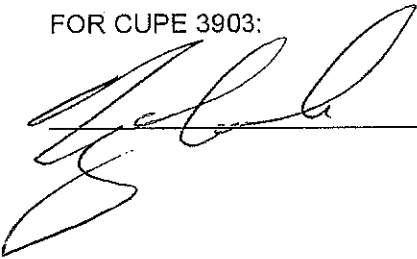
FOR THE UNIVERSITY:

  
\_\_\_\_\_

Jan 25/18  
\_\_\_\_\_

Date

FOR CUPE 3903:

  
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Jan 25/18  
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Date



January 25, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

15.21

Effective September 1, 2018, \$40,000 will be allocated to this Fund annually. Allocations from the Fund will be made by the Union based upon pre-established and posted guidelines.

An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

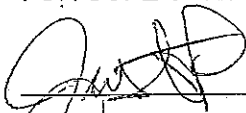

FOR THE UNIVERSITY:

  
\_\_\_\_\_

Jan 25/2018

Date

FOR CUPE 3903:

Jan 25 2018

Date





January 22, 2018

UNIT 3

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

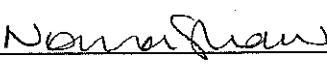
4Amend 5.03:

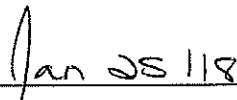
Remove last paragraph

Amend 5.03.1:

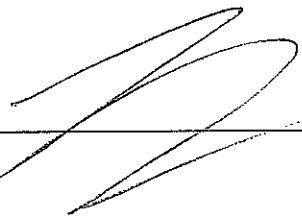
While not a designated group under the Federal Contractors Program the parties recognize and wish to remove any employment barriers and barriers to fair representation for employees that self identify as LGBTQ. Implementation of LGBTQ identified employees as the fifth Employment Equity group within the Collective Agreement will be done so as not to interfere with the Employer's Federal Contractors Program obligations.

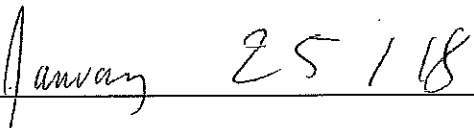
FOR THE UNIVERSITY:

  
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\_\_\_\_\_ Date

FOR CUPE 3903:

  
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\_\_\_\_\_ Date



January 22, 2018

UNIT 2

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

Amend 5.03:

Remove last paragraph

Amend 5.03.1:

While not a designated group under the Federal Contractors Program the parties recognize and wish to remove any employment barriers and barriers to fair representation for employees that self identify as LGBTQ. Implementation of LGBTQ identified employees as the fifth Employment Equity group within the Collective Agreement will be done so as not to interfere with the Employer's Federal Contractors Program obligations.

FOR THE UNIVERSITY:

Noma Shaw

Jan. 25/18

Date

FOR CUPE 3903:

[Signature]

Jan 25/18

Date



January 22, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

Amend 5.03:

Remove last paragraph

Amend 5.03.1:

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FOR THE UNIVERSITY:

Nomathaw

Jan. 25 18

Date

FOR CUPE 3903:

[Signature]  
[Signature]

Jan 25 2018

Date



January 11, 2018

UNIT 3

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

*BB*

Add to

New Article 10.01 website link as follows:

As part of any offer of admission to a graduate program that includes work under this Agreement, the Employer will provide notice of the Union's representational rights, a link to the Collective Agreement and to the CUPE 3903 home page.

FOR THE UNIVERSITY

*Donna Shaw*

*Jan. 15/18*

Date

FOR CUPE 3903

*M. [Signature]*

*Jan. 15, 2018*

Date





January 11, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

CB  
Add to  
28

New Article 12.01.1 website link as follows:

As part of any offer of admission to a graduate program that includes work under this Agreement, the Employer will provide notice of the Union's representational rights, a link to the Collective Agreement and to the CUPE 3903 home page.

FOR THE UNIVERSITY

Namagawa

Jan. 15/18  
Date

FOR CUPE 3903

Livee Nam El Haj Ali

January 15<sup>th</sup> 2018  
Date



January 11, 2018

UNIT 3

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

New Article 11.03.8 Health and Safety Training as follows:

The Employer shall provide certification training, delivered by the Workers' Health and Safety Centre, to three members of the CUPE 3903 Joint Health and Safety Committee. It is understood that this is inclusive of the obligation contained in the Joint Health and Safety Agreement between the Administration and CUPE 3903 signed and dated 1 December 1994, to certify one additional member beyond the legal requirement. Further, upon request to the Joint Health and Safety Committee, in each academic year one worker member of the Committee may attend at a CUPE Health and Safety course for all reasonable expenses associated with such training.

FOR THE UNIVERSITY

*Abner Brown*

Date

Jan. 15/18

FOR CUPE 3903

*[Signature]*

Date

Jan. 15. 2018



January 11, 2018

UNIT 2

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

New Article 15.02.5 Health and Safety Training as follows:

The Employer shall provide certification training, delivered by the Workers' Health and Safety Centre, to three members of the CUPE 3903 Joint Health and Safety Committee. It is understood that this is inclusive of the obligation contained in the Joint Health and Safety Agreement between the Administration and CUPE 3903 signed and dated 1 December 1994, to certify one additional member beyond the legal requirement. Further, upon request to the Joint Health and Safety Committee, in each academic year one worker member of the Committee may attend at a CUPE Health and Safety course of their choice for up to a maximum of sixteen hours and the employer shall reimburse for all reasonable expenses associated with such training.

FOR THE UNIVERSITY

*Nanosian*

Jan. 15/18  
Date

FOR CUPE 3903

*[Signature]*

Jan. 15/18  
Date



January 11, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

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FOR THE UNIVERSITY

Namadraw

Jan. 15/18  
Date

FOR CUPE 3903

Lina Nour El Hag Ali

January 15<sup>th</sup> 2018  
Date





January 11, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

New Article 10.04.3 Seniority as follows:

The Employer will specify the seniority value for the course being offered as a part of the offer of appointment.

FOR THE UNIVERSITY

Nancy Shaw  
Per:

Jan. 11/18  
Date

FOR CUPE 3903

Chelsea Bauer CB  
Per:

January 11th 2018  
Date

Justin Panos GP  
Line Nasser El Hag Ali [Signature]



January 11, 2018

UNIT 1

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

New Article 10.04.2 Seniority as follows:

The Employer will notify unit 1 members of the seniority points attached to each tutor position by including the seniority points for each position in the posting.

FOR THE UNIVERSITY

NDUMSHAW  
Per:

Jan. 11/18  
Date

FOR CUPE 3903

Chelsea Bauer CB  
Per:

January 11<sup>th</sup> 2018  
Date

Justin Panos JP  
Lina Nass El Hag Ali Linaf

