

March 20, 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

Add 24.11

Members who hold an LSTA and who do not have a summer contract shall maintain access to faculty IT services, email and library services and will be able to access any individual PER allocations and /or Research Grant funds, Conference Travel Funds or Professional Development funds or other funds during this period as if an active member.

FOR THE UNIVERSITY:

Nancy Shaw

March 20/18

FOR CUPE 3903:

[Signature]
[Signature]
M Wall

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March 20, 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:

Subject to the limitations arising out of the confirmation of a practicum arrangement with a third party, placement confirmations for clinical course directors (CCDs) in the School of Nursing shall be posted at least two (2) weeks in advance of the start date.

FOR THE UNIVERSITY:

Namir Shaw

March 2018

Date

FOR CUPE 3903:

M. Walks

MARCH 20/2018

Date

J. Gordon

E. Lab

Mar 20/18

March 20, 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 paragraph in 11.02 1(ii)

- (ii) Training or orientation for a bargaining unit position, including training required as the result of the introduction of technological change, if required by the employer, shall be considered part of the duties and responsibilities of the position and shall not be considered a qualification for the position.

University-provided orientation for a clinical course directorship (CCDs) will be expected to be no more than 16 hours in the academic year in which it is offered where an individual has taught the CCD within the previous three years. Orientation otherwise will be expected to be no more than 24 hours in the academic year in which the CCD is offered.

FOR THE UNIVERSITY:

Norman Shaw

March 2018

Date

FOR CUPE 3903:

M. Walls

MARCH 20 / 2018

Date

J. Davidson
[Signature]

Mar 20/18

March 20, 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

15.01.9 (and renumber from there)

In addition to its existing ASL services, ^{interpretation} the university is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will be advised as to how to access this VRI service.

FOR THE UNIVERSITY:

name

March 20 18

Date

FOR CUPE 3903:

[Signature]

March 20th 2018

Date

[Signature]
[Signature]

March 20, 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

15.01.9 (and renumber)

520-18
interpretation

In addition to its existing ASL services, the university is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will be advised as to how to access this VRI service.

FOR THE UNIVERSITY:

Namanda

MARCH 20/18

Date

FOR CUPE 3903:

Sharon L. Davison

March 20/18

Date

[Signature]

Mar 20/18

[Signature]

MARCH 20/18

March 20, 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

11.03 (and renumber)

Interpretation N8

In addition to its existing ASL services, the university is piloting the use of Video Remote Interpreting (VRI) services for use by employees who require ASL interpreter support for work activities which are impromptu or arranged on short notice. Members of CUPE 3903 will be advised as to how to access this VRI service.

FOR THE UNIVERSITY:

Nancy Shaw

March 20/18

Date

FOR CUPE 3903:

~~M. Shaw~~

Tue. March 20. 2018

Date

March 20, 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

21.01

The employer agrees to provide the union free of charge, except as otherwise specified in this article, with the use of suitable, serviced office space, in a building fully accessible when needed (i.e. with accessible washrooms, door openers, ramps and/or elevators), with a telephone line, the telephone charges to be borne by the union, and a Telecommunication Device for the Deaf (TDD). The union shall have the use of the internal University postal service for union business, external mailing costs of the union to be borne by the union, and shall be given a University mailing number. The employer shall allow the union to use the University duplicating services, computing facilities, word processing equipment, and audio-visual equipment on the same basis and at the same rates established by the employer for University users. The employer shall provide the union with suitable meeting rooms as required, free of charge and on the same basis as other voluntary associations within the University which shall include the ability to book available meeting rooms on campuses where the union does not have a permanent office.

The Union will be provided with shared office space on the Glendon campus to conduct union business. The shared office space will accommodate a lockable cabinet.

The employer shall provide the union with use of a designated bulletin board in each department/division for the display of union notices, job postings and other union-related materials. If not the case as a result of the foregoing, each campus will have a dedicated bulletin board for use by the union. The employer shall also provide the union with a lighted bulletin board in an area adjacent to the East Bear Pit of the Ross Building.

Should one be deemed required, any move from the union's current office space will be subject to the same terms, conditions, and negotiations as those enjoyed by any other bargaining unit. Further, the employer will make best efforts to ensure that any new office space is equal to or better than the current facilities.

FOR THE UNIVERSITY:

Nomra Daw

March 20/18

Date

FOR CUPE 3903:

[Signature]
[Signature]

March 20th 2018

Date

March 20, 2018

UNIT 2

In the Matter of Negotiations for a Renewal Collective Agreement

Between:

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-and-

Canadian Union of Public Employees and its Local 3903

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FOR THE UNIVERSITY:

Nana Nana

March 20/18

FOR CUPE 3903:

[Signature]

Mar 20/18

[Signature]
Tharon L Davidson

March 20/2018

March 20, 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

13.01

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FOR THE UNIVERSITY:

N. Mansour

March 2018

FOR CUPE 3903:

M. Hata

Tue. March 20. 2018

January 25, 2018

UNIT 2

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Between:

York University

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Canadian Union of Public Employees and its Local 3903

12.04.2(i)

Where the applicants for a position have no previous applicable prior experience, or have equivalent applicable prior experience and meet the same levels of Required and/or Preferred qualifications as posted, the position shall be awarded to a candidate who is also a member of one or more of the five employment equity seeking groups otherwise underrepresented in the hiring unit for bargaining unit work using the process and definition of intersectionality established in 5.03.

FOR THE UNIVERSITY:

Nourmand

Feb. 20/18

Date

FOR CUPE 3903:

[Signature]

FEB 16/18

Date

[Signature]

FEB. 16/18

[Signature]

FEB. 16/18

Feb 16, 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

Amend to 5.04.1

Whereas most Graduate Assistants positions are not posted by a hiring unit but rather by an individual researcher / Principal Investigator, in those cases where a hiring unit posts multiple GA positions then the following will apply. Where all other factors and qualifications are equal, preference will be provided to an applicant who is a member of an Employment Equity group.

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

For the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

- 1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people ("visible minorities"), then an applicant that self identifies as a racialized woman will be appointed.
- 2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.
- 3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), then a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.
- 4) if there are no candidates from the under-represented groups then a candidate that self identifies as LGBTQ will be hired.

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation. Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.

FOR THE UNIVERSITY:

[Signature]

Feb 2018

Date

FOR CUPE 3903:

[Signature]

Feb. 16. 18

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

Amend / add to 5.03

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

Having regard to the above and available data, For the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people ("visible minorities"), then an applicant that self identifies as a racialized woman will be appointed.

2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.

3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), than a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.

4) if there are no candidates from the under-represented groups then a candidate that self identifies as LGBTQ will be hired. *or if the hiring unit has met the threshold under (1)*

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation.

Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.

FOR THE UNIVERSITY:

[Signature]

Feb 2018

Date

FOR CUPE 3903:

[Signature]

Feb 16/18

Date

[Signature]

Feb 16/18

[Signature]

Feb 16/18

January 25, 2018

UNIT 1

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Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

Amend / add to 5.03

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

Having regard to the above and available data, For the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people ("visible minorities"), then an applicant that self identifies as a racialized woman will be appointed.

2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.

3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), than a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.

4) if there are no candidates from the under-represented groups then a candidate that self identifies as LGBTQ will be hired.

or if the hiring unit has met the thresholds under (1)

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation.

Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.

FOR THE UNIVERSITY:

[Signature]

Feb 2018

Date

FOR CUPE 3903:
[Signature]

16 Feb 2018

Date

[Signature]

February 16, 2018

UNIT 3

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Between:

York University

-and-

Canadian Union of Public Employees and its Local 3903

18.01

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:

Nana Shaw

Feb. 20/18

Date

FOR CUPE 3903:

Dale

Feb. 16. 18

Date

