

February 22, 2024 – Without Prejudice Employer Proposal

**IN THE MATTER OF MUTUALLY AGREED WITHOUT PREJUDICE DISCUSSIONS REGARDING BILL 124  
WAGE RE-OPENER AND A RENEWAL COLLECTIVE AGREEMENT BETWEEN YORK UNIVERSITY AND  
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3903 Unit 4 (CUPE 3903-4)**

Employer proposal regarding Option “A” – A Memorandum of Settlement which provides a Bill 124 Wage Re-opener and a three-year renewal collective agreement. – Withdrawn

Employer proposal regarding Option “B” – A Memorandum of Settlement which provides a Bill 124 Wage Re-opener revised as per the following below and no longer referred to as “Option B”.

The Employer proposes that the parties agree to **the following with respect to the above noted matter:**

1. CUPE 3903-4 confirms its agreement that employees in the CUPE 3903-4 bargaining unit should not receive double compensation or recovery of any nature or kind whatsoever for any alleged losses in compensation that are claimed as arising from or related in any way to Bill 124. Without limiting the generality of the foregoing, this means that if these discussions result in an agreement between the parties, CUPE 3903-4 will reimburse the University for any monies its members receive directly or indirectly from the Ontario government for lost or forgone compensation during the Bill 124 moderation period.
2. Employees in the bargaining unit as of the date of ratification will receive a lump sum payment per **Paragraph 5**, less deductions required by law, in an amount equivalent to the difference between the wages they received from September 1, **2021**, to the date of ratification and what they would have received during that same period if the September 1, **2021, September 1, 2022, and September 1, 2023** across-the-board wage increase, per **Paragraph 5** below, had been in effect from **each of those three years onwards**. This payment will be made on a regular monthly pay date as expeditiously as practicable following ratification of an agreement between the parties.
3. **This** agreement shall be subject to ratification of Employees in the CUPE 3903-4 bargaining unit and the University’s Executive Committee of the Board of Governors.
4. The Employer is seeking mutual agreement on any Bill 124 re-opener issues for the 3-year moderation period from September 1, 2021 to August 31, 2024.
5. Across-the-board increase Applicable to *Article 13.01 (Salary Rates)* **as follows:**
  - a. **Effective September 1, 2021 increase of 0.75%**
  - b. **Effective September 1, 2022 increase of 0.75%**
  - c. **Effective September 1, 2023 increase of 2.75%**