



April 6, 2021

CUPE 3903 Bargaining Team  
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**OFFICE OF LABOUR  
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Dear CUPE 3903 Bargaining Team,

I am writing to inform you that today the University will be writing to the Ministry of Labour, Training and Skills Development to make an application for conciliation with respect to collective bargaining for each of the Units 1, 2 and 3 renewal collective agreements.

We have now met on a total of 23 dates (seven dates with and 16 dates without Chris Albertyn), with preliminary meetings in advance of those dates to discuss the bargaining process. While we appreciate the mutual efforts and constructive dialogue between the parties, progress during bargaining has been slow. It is now clear to the University that negotiations would benefit by moving to the conciliation process with the assistance of a government-appointed, neutral third-party conciliator. As you know, this is a normal part of the collective bargaining process and was initiated in the last round of bargaining by CUPE 3903.

In writing to you I also wanted to specifically address our Unit 2 negotiations with the assistance of Chris Albertyn. While the University has applied for conciliation with respect to each of Units 1, 2 and 3, the appointment of a conciliation officer does not preclude us from continuing to work with Mr. Albertyn with respect to Unit 2, and we would recommend and request to you that we continue to do so. In our conciliation application with respect to Unit 2 we have in fact noted the parties are working with Mr. Albertyn.

We look forward to our continuing discussions towards renewing the collective agreements. It is our strong preference to work through the conciliation process with CUPE 3903 over the coming weeks to achieve negotiated settlements and we remain optimistic that together we will be able to do so.

Sincerely,

A handwritten signature in black ink that reads 'Dan Bradshaw'.

Dan Bradshaw

