



June 9, 2021

**OFFICE OF LABOUR
RELATIONS**

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Dear CUPE 3903 Bargaining Team,

I am writing to inform you that today the University is requesting, through the government appointed conciliation officers, a No Board Report, with respect to our current round of collective bargaining for CUPE 3903 Units 1, 2, and 3.

The bargaining teams for the University and CUPE 3903 have been meeting formally for over eight months with 38 meeting dates (19 dates pre-conciliation, 12 dates with the assistance of mediator Chris Albertyn and 7 dates with the conciliation officers) and preliminary informal meetings in advance of those dates to discuss the bargaining process.

From the outset and throughout the course of negotiations, it has been the University's intention to achieve negotiated collective agreements in an expeditious manner. While we have realized and come to terms with the fact that a significant period of time has passed, we are increasingly concerned about two issues.

First, is that without a firm deadline in place to provide both sides with a shared focus, negotiations will continue to make slow progress, with very little likelihood of achieving renewed agreements any time in the near future.

Second, as you are aware, the University is committed to planning a phased return to campus for September in response to current public health modelling and the preferences expressed by a large majority of new and returning students across Canada, and to implementing that plan in as seamless a way as possible to support the entire community. Your recent communications identifying a provisional strike timeline, further reinforced by advertising for phone canvassers, clearly identify that you are planning for a strike in September which would in turn jeopardize the safe return to campus of our students, staff and faculty.

With these facts in mind, the University has no choice but to request a No Board Report in an effort to help us to soon achieve negotiated collective agreements that will provide certainty and stability to the York University community as we return to campus in the Fall.

It is our goal to avoid a labour disruption. We believe that if the bargaining teams work hard with the assistance of the conciliation officers and mediator Chris Albertyn (on Unit 2 issues), negotiated collective agreements can be achieved prior to any deadline.

We look forward to continuing the discussions with you during the No Board period.

Sincerely,

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

Dan Bradshaw

