

**Ministry of Labour, Training and Skills  
Development**

**Ministère du Travail, de la Formation et du  
Développement des compétences**



Dispute Resolution Services

Services de règlement des différends

400 University Avenue, 8<sup>th</sup> Floor  
Toronto ON M7A 1T7  
Telephone: 416-326-7358  
Fax: 416-326-7367

400, avenue University, 8<sup>e</sup> étage  
Toronto (ON) M7A 1T7  
Téléphone: 416-326-7358  
Télécopieur: 416-326-7367

June 18, 2021

By Email Only

File No. 20-10383-BR-CO-1-21

Mr. Daniel Bradshaw  
Assistant Vice-President, Labour Relations  
York University  
4700 Keele Street (York Lanes) Unit 276  
Toronto, Ontario, M3J 1P3  
danbrad@yorku.ca

- and to -

Mr. Raj Virk  
Business Representative  
CUPE L3903  
96 The Pond Road (Atkinson Bldg) Unit 143  
Toronto, Ontario, M3J 1P3  
Rvirk66@gmail.com

RE: Labour Relations Act, 1995; York University and Canadian Union of Public Employees Local  
3903;  
(Unit 3)

Dear Mr. Bradshaw and Mr. Virk:

Pursuant to the statutory authority delegated to me under the Labour Relations Act, 1995 ("Act"), I wish to inform you that after careful review, I do not consider it advisable to appoint a conciliation board.

This letter is issued under clause 21(b) of the Act and constitutes what is in common parlance known as the "no board" notice.

Sincerely,

"Alison Warrrian"

Alison Warrrian  
Director

Copy: CUPE 3903 Bargaining Team, CUPE L3903 [By Email: 3903bargaining@gmail.com]  
Ms. Adrienne Lei, Union Counsel, Dewart Gleason LLP [By Email: alei@dgllp.ca]

KH