



December 15, 2023

Sonny Day – President, York University Staff Association  
Arthur Hilliker – President, York University Faculty Association  
Stephanie Latella – Chairperson, Canadian Union of Public Employees 3903  
Walter Silva – President, Canadian Union of Public Employees 1356  
Executives – Osgoode Hall Faculty Association

**OFFICE OF LABOUR  
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Dear Sonny, Arthur, Stephanie, Walter, Adrian,

Thank you for your proposal, dated December 11, 2023, in response to the University's Bill 124 wage reopener proposal provided to the nine different bargaining units that you represent, between October 27 and November 14, 2023. As you know, the University's proposal to your bargaining units was made even though the agreements between the parties with respect to wage re-openers have either expired or are not yet engaged.

The University is in the process of reviewing your proposal; however, upon first glance, a few things are clear.

The cost of the proposal, which would result in 5% per year wage increases for each of the three years of the moderation period (the 1% per year already negotiated plus an additional 4% per year in each year), far exceeds what has been negotiated or awarded to other unions in the sector with respect to the moderation period.

Further, as you know, your unions agreed with the employer that any future wage reopener would "have regard to the financial position of the University". As we discussed on October 23, 2023 in our [financial presentation to the unions](#), York's international enrolment recovery has been slower than many other universities resulting in missed targets for the last three years. The University wants to negotiate wage reopeners that are fair to our valued employees but must take into consideration the financial impacts to the University of any potential settlement.

Given the holidays, the University expects that it will be the new year before we can fully consider next steps.

Sincerely,

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

Dan Bradshaw  
Assistant Vice-President, Labour Relations

