



February 20, 2024

CUPE 3903 Bargaining Team
VIA EMAIL: 3903bargaining@gmail.com

**OFFICE OF LABOUR
RELATIONS**

Dan Bradshaw
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Dear CUPE 3903 bargaining team,

Let me begin by reiterating the University remains committed to negotiating renewal collective agreements at the bargaining table with each of CUPE 3903, Unit 1, 2 and 3.

With this in mind, we were disappointed to learn via the conciliation officer that CUPE 3903 will not be attending our scheduled bargaining meeting on the morning of February 23. With the end of the Union's requested no board period approaching, the University regards all our scheduled bargaining sessions as important to our efforts to conclude collective agreements.

I understand that on Friday, February 16, CUPE 3903 presented their members with what the union characterized as the University's "final offers." Thus I want to clarify that the University's latest proposed Comprehensive Frameworks for Settlement for each of [Unit 1](#), [Unit 2](#) and [Unit 3](#), tabled on February 15, 2024, were not presented as our last or final offers.

As we have stated previously and [communicated to the University community](#), we await CUPE 3903's response to our Comprehensive Framework for Settlement and look forward to further engagement between the parties at our upcoming February 21, 23 (now afternoon only), 26 and 28 meetings.

Sincerely,

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

Dan Bradshaw
Assistant Vice-President
Labour Relations

