



February 13, 2024

Stephanie Latella  
Chairperson  
CUPE 3903 Unit 4  
**VIA EMAIL**

**OFFICE OF LABOUR  
RELATIONS**

**Dan Bradshaw**  
Assistant Vice-President  
Labour Relations

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Dear Stephanie,

As you know, yesterday the Ontario Court of Appeal upheld a lower court decision and found the Government of Ontario's Bill 124 to be contrary to the right to freedom of association under the *Canadian Charter of Rights and Freedoms* (the *Charter*) and not justified under section 1 of the *Charter*.

Last night, the Government of Ontario announced that they will not appeal the decision and will instead take steps to repeal Bill 124 in its entirety in the coming weeks.

These two events are relevant to the agreement between CUPE 3903-4 and York University that states:

*"The Parties hereby understand and agree that in the event that the Protecting a Sustainable Public Sector for Future Generations Act, 2019("Bill 124") is repealed, or successfully challenged through the courts such that it is of no force and effect and is not the subject of any ongoing appeal, during the term of the renewal collective agreement (i.e. at any point prior to August 31, 2024), the parties agree to re-negotiate the portions of those salary and compensation provisions of this collective agreement that were limited by Bill 124, but only to the extent permitted by law and having regard to the Employer's financial position. This Letter of Understanding will expire on August 31, 2024."*

With the Court's decision and the Government's announcement, the parties' agreement set out above is now engaged. We are of course already in Bill 124 discussions that commenced with CUPE 3903-4 on a without prejudice basis in October 2023, and thought it would be helpful to let you know that you will receive a further proposal from the University the week of February 19, 2024.

Sincerely,

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

Dan Bradshaw  
Assistant Vice-President, Labour Relations

