



March 14, 2024

CUPE 3903 Bargaining Team  
VIA EMAIL: [3903bargaining@gmail.com](mailto:3903bargaining@gmail.com)

**OFFICE OF LABOUR  
RELATIONS**

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Dear CUPE 3903 bargaining team,

The University shares your sense of urgency to settle CUPE's current strike and get all our students back to class and CUPE 3903 Unit 1, 2, and 3 represented employees back to work and to avoid putting the summer term at risk. That is why on March 9, we proposed that the parties resolve matters of salary and non-salary compensation through mediation, and if necessary, interest arbitration (mediation-arbitration). We were disappointed to learn that offer was rejected.

As we expressed in our subsequent correspondence of March 13, we would be willing to return to the bargaining table. However, the mediator, who was appointed by the province at CUPE's request, and has now worked closely with the parties, has made it clear in her correspondence this morning that she is not convening the parties at this time as she is "...of the view that there is no likelihood of reaching a settlement based on what is on the table." Further she states that "It will be necessary to address wages and benefits to reach a settlement". This makes clear that until CUPE 3903 Units 1, 2, and 3 respond to the University's salary proposals of February 7 and 21, a meeting is not likely to be productive.

The University will await further guidance from the provincially-appointed mediator to determine next steps. We look forward to CUPE 3903 Units 1, 2 and 3's salary counterproposals to the University's two unanswered salary proposals noted above, and to meeting in the near future.

Sincerely,

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

Dan Bradshaw  
Assistant Vice-President  
Labour Relations

