



March 21, 2024

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

**OFFICE OF LABOUR
RELATIONS**

Dan Bradshaw
Assistant Vice-President
Labour Relations

276 YORK LANES
4700 KEELE ST.
TORONTO ON
CANADA M3J 1P3
T 416 736 2100
EXT 33311
danbrad@yorku.ca
yorku.ca

Dear CUPE 3903 bargaining team,

The University wants to end the current CUPE 3903 strike and get all students back to class, our CUPE-represented employees back to work and ensure that the summer terms can go forward to the maximum extent possible.

In response to CUPE 3903's correspondence of March 19, 2024, I would like to provide a follow up to my email of March 20, and to reiterate that the University is prepared to return to the bargaining table, subject to guidance from the provincially appointed mediator.

We understand the process CUPE 3903 is suggesting is that the parties work through the various schedules that CUPE created and provided to us, saving some of the more contentious proposals, many of which are monetary, for the last schedule. While we cannot agree to restrict bargaining to the precise items in each of the schedules that CUPE 3903 has proposed, we do agree with the process.

Wages

CUPE 3903's March 19, 2024, correspondence includes proposed pay increases that remain unchanged from December 11, 2023, and that stand at a value of a 31% cumulative non-compounded total increase. There has been no response to the University's two enhanced pay increase proposals which were presented to CUPE 3903 on February 7 and 21. The lack of a counter-proposal on wages is particularly concerning considering the mediator's March 14, 2024, email to the parties where she wrote "...we are still of the view that there is no likelihood of reaching a settlement based on what is on the table," and that "It will be necessary to address wages and benefits to reach a settlement."

The University sees merit in working together for the purpose of dealing with the relatively less contentious items as set out in CUPE 3903's March 19 Schedules 1, 2 and 3. Once those matters are addressed, however, until CUPE 3903 responds to the University's monetary proposals of February 7 and 21, subsequent meetings will likely not be productive.

We will be in touch with the mediator to discuss next steps.

Finally, we would like to confirm with CUPE 3903 that the University continues to be open to a process of mediation and arbitration, if necessary, as was proposed to CUPE 3903 on March 9, and similar to a [process recently agreed to with several other unions at York](#).

Sincerely,

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

Dan Bradshaw
Assistant Vice-President
Labour Relations

