



March 27, 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,

CUPE 3903 Units 1, 2 and 3 have been on strike since February 26 and we are no closer to a negotiated collective agreement today, March 27, than we were when the strike began.

The University entered this past weekend's bargaining session optimistic that we would achieve an agreement, get all of our students back to class, our CUPE represented employees back to work and be able to deliver the full schedule of S1 courses. Unfortunately, we were unable to do so. In the interests of ensuring timely information to students, as the University indicated last week, we have begun the process of cancelling some courses that we expected would be taught by striking CUPE 3903-represented employees.

It has become clear to the University, especially following the mediated negotiating sessions of March 24 and 25, that we will not be able to achieve an agreement with CUPE 3903 given the Union's current positions on substantive issues and its inability to provide timely responses during bargaining.

Position

As we have discussed with the Union in bargaining, CUPE 3903, Units 1, 2 and 3 represented-employees are amongst the highest paid in the Ontario University sector, and receive the best benefits in the sector. Further, the University has proposed wage increases through the course of bargaining. CUPE 3903's proposals in return, including their latest proposals, exceed any negotiated or arbitrated settlements in the sector and are unrealistic.

Timeliness of Responses

On each of March 24 and 25, the University provided CUPE 3903, via the mediator, with comprehensive package proposals for each of Units 1, 2 and 3. In response, on each of those two days, we received relatively minor responses from CUPE 3903 during the day, but nothing approaching a comprehensive response until late into the evening on March 24. On the second day of this occurring (March 25), after eight hours, CUPE's response to the University's proposals included few or no changes. As a result, the mediator adjourned bargaining.

This is not normative bargaining, and if past lessons are any indication, this process, and particularly its pace, will make it impossible to achieve a deal at the bargaining table.

The University will await guidance from the provincially-appointed mediator as to when would be an appropriate time to return to the bargaining table.



Further, we remain open to mediation and if required, binding interest arbitration with an agreed upon mediator-arbitrator. Five other unions at York have agreed to this and the process is currently underway.

Sincerely,

A handwritten signature in black ink that reads "Dan Bradshaw". The signature is written in a cursive, flowing style.

Dan Bradshaw
Assistant Vice-President
Labour Relations