



August 25, 2020

BY EMAIL

**LABOUR
RELATIONS**

Maija Duncan
Chairperson, CUPE 3903

4700 Keele St.
Toronto ON
Canada M3J 1P3

Re: Collective Bargaining Process – York University and CUPE 3903 Units 1, 2 and 3

Dear Maija,

I write to you as a follow up to our meeting of June 25th with Chris Albertyn, and your August 4th email to me regarding collective bargaining between CUPE Units 1, 2 and 3 and York University.

As expressed at our June 25th meeting and in previous discussions around the COVID Letter of Understanding (C-LOU) between CUPE 3903 and York, these are unprecedented and challenging times with far reaching impacts on the university community.

In order to be able to provide some certainty for students, teaching assistants, contract faculty, graduate assistants, and other employees, and to ensure that both the University's and CUPE 3903's bargaining committees are able to schedule and allocate resources to bargaining in these unprecedented times, it is York's desire for collective bargaining with CUPE 3903 to be completed by the end of the Fall term.

As you had requested, I am outlining some suggestions for how we can proceed with bargaining in light of COVID-19. It is apparent that bargaining will need to be conducted by Zoom and we are prepared to host these meetings and establish all appropriate security protocols.

1. We are prepared to start bargaining via Zoom with or without the assistance of Chris Albertyn. It would be our preference to continue to engage Chris if and when he is available, but this is neither a prerequisite nor a requirement for our ongoing collective bargaining. Our proposal to engage Chris Albertyn is based on the valuable assistance he provided to the parties in successfully concluding C-LOU.
2. When we met on June 25th, we suggested the parties might want to consider expedited bargaining, and we wanted to explore CUPE 3903's interest in this area, whether for one, two or all three of the Units. As per your August 4th email request, here are some suggestions as to how we might proceed. We would welcome both your feedback and any additional ideas you may have in this area.
 - a. **Specific Topics** – the parties mutually identify, agree to and negotiate certain specific issues in the collective agreement.
 - b. **Extension** – the parties agree to extend the collective agreement terms for those provisions that do not otherwise expire at their conclusion and

negotiate the compensation rates for a defined term during the government's moderation period. In this case, if there was a mutual interest to do so, the parties could take the opportunity to discuss specific issues during the period of the extension.

- c. **Intensive bargaining** – the parties agree to an intensive period (e.g. two weeks) during which the parties would dedicate themselves to the task of collective bargaining.

As you know, the current collective bargaining agreements expire at the end of this month and we would like to commence bargaining as soon as possible, in whatever form we agree on. We will be sending you the Notices to Bargain shortly and we will follow up regarding proposed negotiation dates for the coming four months.

We can sort out the splitting of times within the meeting dates for the conduct of Unit 1, 2 and 3 bargaining respectively. We can also, if you so wish, find out what availability Chris Albertyn has to provide some support.

I welcome your thoughts both on the process and the commencement of collective bargaining and look forward to negotiating the three renewal collective agreements between the parties. In addition, I would welcome the opportunity to discuss with you the possibility of the parties issuing a joint public statement to announce the commencement of bargaining. I would appreciate if you could please connect with me by Monday, August 31 to let me know your thoughts on this.

Finally, unrelated to collective bargaining I would like to speak with you about scheduling the next COVID-19 update with CUPE 3903 executives and myself and Lisa Philipps, Provost and Vice President Academic to update you on the University's response to COVID-19.

Sincerely,



Dan Bradshaw
Assistant Vice-President, Labour Relations