



October 2 2020

**BY EMAIL**

**LABOUR  
RELATIONS**

4700 Keele St.  
Toronto ON  
Canada M3J 1P3

Dear Members of the CUPE 3903 Bargaining Team,

This is further to our September 14, 2020 meeting regarding various collective bargaining matters in relation to the renewal of the York - CUPE 3903 Unit 1, 2 and 3 collective agreements.

**Expedited Bargaining**

One task flowing from that meeting was that CUPE 3903 was to take away and further consider the various ideas that the Employer had put forth to expedite bargaining. For convenience, I attach the Employer's letter of August 25, setting out those ideas. When we met on September 14, CUPE 3903 had further questions in relation to this matter, which we believe we were able to answer. We look forward to both your feedback and any additional ideas you may have on this topic. It would be ideal if we could receive your feedback as soon as possible.

**Bargaining Dates**

For the employer, an important assignment from our meeting was to propose bargaining dates. You have asked about having predetermined dates in your email of September 23, and we agree this is best. Below are the dates we propose for the month of October and November.

October 16 – full day  
October 20 – half-day PM  
October 21 – half-day AM  
October 28 – full day  
October 30 – full day  
November 2 – full day  
November 4 – full day  
November 13 – half-day PM  
November 16 – full day  
November 19 – full day  
November 25 – full day

I can also confirm that we would agree to schedule a much more intensive set of bargaining dates than that proposed above (i.e. more meeting dates in a shorter period of time) to assist the parties in moving the process forward.

**Agenda for First Meeting**

At the first of the proposed meetings, we suggest the following agenda:

1. Any further discussion regarding our ability to expedite bargaining
2. Other preliminary matters
3. Discussion of select topics

### **Topics for Discussion**

Regarding suggested agenda item 3, the Employer will be prepared to initiate discussion on a small number of topics at a first meeting. Specifically, we would like to talk about:

- Job stability
- Promotion of Equity

We have selected these topics and kept the number of topics small so as to leave open the possibility of expediting bargaining and because we believe these topics are of mutual interest (although we appreciate that this is ultimately for CUPE 3903 to determine).

I should add that our interest in discussing these topics initially, rather than presenting you with developed proposals, is so that we can focus on the key ideas without necessarily focusing in the first instance on the specific phrasing of any proposal language.

### **Bargaining Protocols**

In terms of bargaining protocols, including in relation to the reference in your September 23 email to Members of CUPE 3903 attending at bargaining, we hope to work with you to set some general parameters at the outset. We are reminded of the findings of Industrial Inquiry Commissioner William Kaplan with respect to “open bargaining” and the concerns expressed in his report regarding the impact of this and other practices on our shared desire to productively and successfully renew the three collective agreements. That said, given the unique circumstances of Zoom negotiations, I am hopeful we can agree, without prejudice or precedent, on a modified “open bargaining” process, allowing members to listen and watch online.

We will also be pleased, once proposals are tabled and we both understand what we will want to discuss for each of the three units, to work with you to establish a tentative timetable and agenda for the areas of discussion.

Finally, we are confirming as per our earlier correspondence that CUPE 3903 believes we do not require Chris Albertyn at this time, to assist us in successfully renewing the three collective agreements. Should your perspective change, we would welcome the discussion of engaging with Mr. Albertyn.

As we have previously discussed, 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.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Bradshaw". The signature is fluid and cursive, with the first name "Dan" being more prominent than the last name "Bradshaw".

Dan Bradshaw

Copy: Leanne De Filippis  
Diane Pestrin