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Dear CUPE 3903 Bargaining Team,

Over the weekend I have had the opportunity to reflect on our Friday afternoon January 22 meeting and in so doing thought it would be useful to clarify a few key points and provide additional context around the University's proposals.

From the start of collective bargaining, including the first meeting when the parties engaged in discussions regarding extension agreements, the University has tried to emphasize that for us, a significant motivation for this approach to our collective bargaining was to achieve extensions of the collective agreements in an expeditious fashion in the belief that this would provide certainty and stability to all stakeholders, particularly in the context of the pandemic.

That is why our approach to collective bargaining thus far has included:

- Extending certain funds and programs in the three collective agreements that would otherwise expire with the expiration of the 2017-20 collective agreement. Our intent with these proposals is that members of the bargaining unit do not forego these funds and programs during the life of the extended agreement. To that end our January 22nd proposals included firm commitments to extend the existing Long Service Teaching Appointment and conversion programs over the life of the extended Unit 2 collective agreement, with no decrease in the annual number of appointments from the previous collective agreement.
- Tabling proposals for joint committees that allow for an expeditious conclusion to bargaining while making firm commitments to have important and meaningful discussions on matters of mutual interest such as job stability programs, with ample time and space to engage in those discussions.
- Not tabling proposals that the University would otherwise wish to advance, as we see the tabling of such proposals as not consistent with achieving extension agreements in an expeditious fashion.



As we discussed on Friday, in order to be responsive to some of CUPE's proposals, our January 22nd proposals have again gone somewhat beyond mere extension agreements. We acknowledge that CUPE has tabled several more items than those addressed in our January 22nd proposals. As I believe we indicated though, while we have carefully reviewed those proposals, to engage in all those items at this time is not consistent with the approach we have taken to bargain extension agreements in an expeditious fashion. I should add that many of the CUPE proposals that we did not directly respond to on January 22nd, do intersect with the joint committees we have proposed and therefore can be taken up in those committees.

Our proposals on joint committees have attempted to balance a firm commitment to process, with the flexibility to either achieve agreements during the work of the joint committees or to "set the table" to take matters up in the next round of bargaining with the parties having the shared benefit of having already engaged in substantive and meaningful discussions. To reiterate, if the language in our proposals with regards to the joint committees does not clearly communicate that intent, we would welcome a discussion of alternative phrasing. More generally, having tabled our proposals with you on Friday, we look forward to your responses when we next meet.

If helpful, we would be pleased to further clarify the contents of this letter when we next meet on January 28. We look forward to seeing you then.

Sincerely,



Dan Bradshaw

