



June 22, 2021

BY EMAIL: 3903bargaining@gmail.com

**OFFICE OF LABOUR
RELATIONS**

Dan Bradshaw

Assistant Vice-President
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Dear CUPE 3903 Bargaining Team,

Let me begin by thanking you for a productive meeting on June 19, 2021 as we continue to work towards negotiated renewal collective agreements. The University believes that if both sides continue to work hard with the conciliation officers and mediator Chris Albertyn, that we can achieve negotiated agreements at the table.

Two items have emerged in our recent discussions and various communications.

1. CUPE 3903's desire to see full comprehensive package proposals for all three bargaining units that include our monetary proposals; and
2. The request by CUPE 3903 to have \$80,000 transferred from the Professional Development Fund to the Ways and Means Fund

The University's bargaining team has been discussing these matters internally and see them as potentially helpful to reaching renewal Agreements. The University would therefore like to make certain commitments now – even as we continue to negotiate and address other matters at our upcoming meetings.

The University will commit to:

- Provide the Union, no later than the morning of July 4, 2021 (or earlier depending on the status of our negotiations), with complete renewal Agreements for each of the bargaining units including all compensation and language changes either agreed to or proposed.
- Extending the mediation period deadline from its current end date of July 5, 2021 through to 12:01 AM on July 10, 2021.

The University will, as per CUPE's request, transfer the funds from the Professional Development Fund to the Ways and Means Fund, subject to the caveat that the renewal agreements have been resolved by July 10, 2021.

Finally, at the May 31, 2021 meeting (between CUPE 3903's executive and Provost Philipps and VP Cote-Meek) CUPE 3903 indicated that a proposed Letter of Understanding (LOU) regarding COVID-19 and return to campus in Fall 2021 would be forthcoming for the employer's consideration. The University is agreeable to engaging now in a discussion and work on agreeable terms of a COVID-19 LOU, subject to Bill 124 compliance, with our intention being its inclusion in the complete renewal Agreements as described above.

Sincerely,

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

Dan Bradshaw

cc: Hanane Benzidane
Greg Long
Vanessa Lehan-Streisel

