



April 14, 2018

Mr. Devin Lefebvre  
CUPE 3903 Chairperson  
45 Four Winds Dr.  
Unit Q-1  
North York, ON M3J 1K7

Office of the President

1050 KANEFF TOWER  
4700 KEELE ST  
TORONTO ON  
CANADA M3J 1P3  
T 416 736 5200  
[www.yorku.ca/president](http://www.yorku.ca/president)

Dear Mr. Lefebvre,

We have reviewed the CUPE 3903 release issued following the appointment of arbitrator William Kaplan. We also truly hope meeting with the Commission will support both parties in finding a way out of this impasse.

We would however like to reiterate our offer to CUPE 3903 to arrange a temporary return to work. This is an opportunity for us to collectively work out terms which would allow the winter term to be completed and students to graduate while still allowing the Union's members to resume job action to place pressure on the University's ability to offer summer terms. This is not about summer tuition but, rather, about having students complete the current academic year.

Both parties need to think creatively to avoid compounding the effects of our impasse which is often a natural consequence of a lengthy strike.

Devin, I again wish to put forward the University's offer of electing to go to interest arbitration. Our respective views on what constitutes a reasonable agreement are irreconcilable. To assist in finding a path forward, we request that the Union provide a draft "back to work" protocol which would be acceptable if there was a return to work, whether a temporary return, or upon a negotiated agreement or arbitration. This should obviously address and reflect the work that has to be done to complete the term according to the remediation guidelines while also acknowledging that some of the work that would have been performed is now lost.

The University will attend tomorrow with earnest hope that Mr. Kaplan is able to broker some form of agreement to get your members back to work and to the completion of their academic term along with all of our other students.

Sincerely,

A handwritten signature in black ink, appearing to read "Rhonda L. Lenton".

Rhonda L. Lenton, PhD  
President and Vice-Chancellor

rl/if

Cc: Mr. Greg Long, Deputy Director (Acting) of Dispute Resolution Services, Ministry of Labour

