

# STUDENTS COULD BE BACK IN CLASS IMMEDIATELY IF CUPE 3903 AGREES TO BINDING ARBITRATION

## The University Repeats Its Offer of Binding Arbitration

With the University offering wage increases of **9.25% over three years** and the Union still demanding **41% in wage, benefit and other economic increases over two years**, it is clear that the parties remain far apart. The University's proposal for binding arbitration is the fastest way to get students back in class.

The University repeats its offer of binding arbitration so that our 50,000 students can return to class.

## What is binding arbitration?

Binding arbitration is a commonly used process of dispute resolution by a neutral third-party arbitrator. Binding arbitration would resolve all of the issues remaining in dispute between the University and the Union and would bring an immediate end to the strike.

**Binding arbitration is the quickest way to get our 50,000 students back to class NOW.**

## Will binding arbitration reduce the "value" of the CUPE Local 3903 collective agreements?

**No.** The arbitrator will decide on the issues which remain outstanding between the University and the Union based on the proposals which will be exchanged. All of the previously agreed-upon proposals and existing collective agreement provisions not in dispute will remain *as is*. There are no Employer proposals on the table which would result in a reduction of wages or benefits. As such, employees represented by CUPE 3903 will continue to enjoy wages and benefits which are among the best in Canada and our 50,000 students can get back to the classroom immediately.

## Why aren't the two sides at the table?

CUPE 3903 imposed its own deadline of 5:00 PM on Tuesday, November 4 for the end of negotiations prior to its general membership meeting scheduled on Wednesday, November 5. Immediately following the general membership meeting, the Union went on strike.

On Tuesday November 4 before the 5:00 PM deadline set by CUPE 3903, the University made a fair and reasonable settlement offer to the Union which included wage increases of **9.25% over three years** and improvements to benefits and other provisions. The proposed wage increases of 9.25% over three years are identical to the wage increases already agreed to and overwhelmingly ratified by members of YUSA and CUPE 1356.

**The Union has yet to make a proposal in response to the University's settlement offer.**

## Further Updates

The University administration will continue to communicate frequently with students, faculty and staff. We will make every effort to provide the University community with timely information and instructions relating to strike procedures and the implications for students and employees of the CUPE Local 3903 strike.

Future updates will be provided as new developments occur. You may view updates at <http://webapps.yorku.ca/negotiationsupdates/Updates.aspx?a=CUPE3903>