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## Memo

To: . Joanie Cameron Pritchett, President, YUSA  
✓ Arthur Hilliker, President, YUFA  
Julie Allen, Chair, CUPE 3903  
Przbyślaw Majnarowicz, Steward, IUOE 772  
Jack McCann, President, CUPE 1356  
Greg McPeake, Steward, OPSEU 578, Unit 1  
Henry Park, Steward, OPSEU 578, Unit 2  
Lisa Philipps, Osgoode Hall Faculty Association  
Gary Brewer, Vice-President Finance and Administration  
Patrick Monahan, Vice-President Academic and Provost

Cc: Jim Thomas

From: Mamdouh Shoukri, President and Vice-Chancellor 

Date: July 6, 2009

Subject: Third Party Initiative

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It is evident to everyone who is part of York that we as a university face significant challenges arising from the strike that occurred this past academic year. The strike has had a significant disruptive effect on virtually all aspects of the university — our academic programs and operations, our reputation, our enrolment and, most importantly, our people, including students, faculty and staff.

Together, we must find ways to move forward that will restore public confidence in our institution. In particular, I believe that it is imperative that we make constructive efforts to identify and address the various underlying issues that have given rise to academic disruptions, with a view to finding solutions for our common future. I am prepared to do so and I am inviting and asking you to join with me in this undertaking.

To assist us all, I have asked Jim Thomas to convene and facilitate meetings with officials representing all of our union locals at York, as well as with management and labour relations officials in our university. Mr. Thomas is a former Deputy Minister of Labour in the Ontario government and has many years of experience helping organizations address conflict and improve their working environments. I am also encouraging Mr. Thomas to meet with other individuals or groups who may be able to offer some insights and suggestions about how we can learn from the events of this past year and to explore whether ways can be found to strengthen our relationships across the university.

I want this joint process to be as open and flexible as possible to ensure the active involvement of those who wish to contribute ideas and solutions. The process needs to work for everyone in ways that will foster useful and constructive dialogue. At the same time, I would like to offer you my assurance that this initiative is in no way intended to interfere with the normal collective bargaining processes. I would hope that over the next few months, Mr. Thomas will have met with all of you, and others, so that he will be in a position by the end of September 2009 to offer recommendations to address this most important issue facing our university.

Thank you for your anticipated involvement and cooperation in this important initiative for our university.