



November 25, 2021

Email: jphornick@gmail.com
wthomas@opseu.org

Warren "Smokey" Thomas, President,
JP Hornick, Chair, CAAT-A Bargaining
Ontario Public Service Employees Union
100 Lesmill Rd.
Toronto, ON M3B 3P8

Re: Offer of Arbitration November 25, 2021

Dear Smokey and JP:

This follows our letter of November 23rd. We remain strongly of the view that the best solution to bargaining is a negotiated settlement where both sides reach consensus on an agreement that both can live with. On November 23rd, we provided you with a revised settlement proposal and have not yet received an acknowledgement. Given the lack of response to our latest offer from the CAAT-A team--and given the assertion that CAAT-A has already moved as far as it can on its key demands--we conclude that the attached arbitration proposal is the only path forward at this point.

We propose to send the CAAT-A team's November 18th offer and the CEC's November 23rd offer to Voluntary Binding Final Offer Selection Interest Arbitration with William Kaplan. This offer of arbitration will permit the CAAT-A team to fully argue with respect to each and every one of its demands before Arbitrator Kaplan. Arbitrator Kaplan would conduct a facilitation to determine whether a consensual agreement can be reached and, if not, he would then select either the CAAT-A November 18th offer or the CEC November 23rd offer, in its entirety, as the basis of our new collective agreement. Our offer of Voluntary Binding Final Offer Selection Interest Arbitration is attached. This offer shall remain open for the CAAT-A team's acceptance until noon on the day after the provincial strike vote result is released to the CEC and OPSEU, or such earlier date as we may advise in writing, at which time the arbitration offer is withdrawn and not open for acceptance.

We have heard the CAAT-A team repeatedly say publicly that its demands are entirely reasonable, moderate, and necessary. Assuming those assertions accurately reflect the CAAT-A team's confidence in your demands, we trust that you will be prepared to place them entirely before Arbitrator Kaplan. In the interest of the entire provincial college community, we ask that

you accept this offer and thus ensure labour stability for the system.

Sincerely,

A handwritten signature in black ink, appearing to be 'GL', written in a cursive style.

Graham Lloyd, on behalf of the CEC Bargaining Team

CEO of CEC

c. CEC Bargaining Team