



**Vincent L. Ready**  
**Labour Arbitration and Mediation Services Ltd.**

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File: 33146

September 14, 2015

VIA EMAIL ONLY

Simon Fraser University  
8888 University Drive  
Burnaby, BC V5A 1S6

Teaching Support Staff Union  
AQ 5129  
8888 University Drive  
Simon Fraser University  
Burnaby, BC V5A 1S6

Attn: Jonathan Driver and Dario Nonis

Attn: Karen Dean

Dear Sirs and Madam:

Re: Simon Fraser University –and- Teaching Support Staff Union  
(Mediation)

This will confirm my discussions with the parties at the conclusion of mediation yesterday. That is, bargaining has not gone well with these parties following 16 months of negotiations along with two mediation efforts. There still remains quite a gap between the parties on certain issues.

As the dispute is having a significant impact on the students and others I am proposing the following process to bring a successful conclusion to the dispute:

1. The parties will return to the bargaining table and continue negotiating for twenty-one- (21) days.
2. If, after the 21 day period, there are any unresolved issues those issues shall be referred to Final Offer Selection (“FOS”) arbitration for a final and binding decision. The FOS process will be as follows:
  - (a) Each party will submit a brief written submission outlining their respective positions.
  - (b) The party advancing the proposal will proceed first, followed by a reply from the other party.

- (c) After reviewing the submissions, the FOS arbitrator will choose which proposal shall be incorporation into the Collective Agreement.
- 3. All job action is to cease immediately upon acceptance of this proposal.
- 4. I also confirm that I would be prepared to act as the FOS arbitrator providing there is agreement from both parties for me to do so.

I urge both parties to give this proposal serious consideration.

Yours truly,

VINCENT L. READY  
LABOUR ARBITRATION & MEDIATION SERVICES LTD.



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