

2014 Negotiations Committee Members:

Ted Binnema (Chief Negotiator)
Paul Bowles
Darwyn Coxson
Jacqueline Holler
Shannon Wagner
Donna Plourde

12 November 2015

Dear Colleagues,

On 10 November 2015, the representatives of the UNBC Board of Governors and the representatives of the UNBC-FA met in a one-day session of mediation. Unfortunately, despite the months that have passed since the Employer triggered Section 55, the Employer came to mediation without any new paper. Instead it suggested that the UNBC-FA now write up a new compensation proposal based on the Employer's limitations. Alternately, the Employer suggested that it would develop a new proposal (with no salary grid, and no more money) on the condition that the arbitration dates of 19-21 November become mediation dates. That would almost certainly delay the conclusion of arbitration by a matter of months. Since the Employer indicated no willingness to move substantially from its previous proposals, the UNBC-FA bargaining team elected to adhere to the schedule for arbitration that has been in place since the summer: three days of arbitration on 19-21 November, with the possibility of two extra days in late November and early December.

Stephen Rader, President of the UNBC-FA, has already pointed you towards the UNBC-FA's arbitration brief. I attach the UNBC-FA's brief and the Employer's brief here. I urge you to take the time to read this brief carefully. It is all about you. It is from you that the UNBC-FA and the FA's bargaining team received its mandate in the spring of 2014. From that moment on you stalwartly supported the bargaining team as we negotiated on your behalf. When your employer dug in, you constantly supported your team even to the point of mounting job action. Your support and unity have brought all of this arbitration process. The attached brief consists of about 30,000 words, plus many tables and graphs, and an appendix. Thus, although the brief will seem long, it will be a quicker read that you might think. And reading it will allow you to understand the position of the UNBC-FA very well.

For your information, the UNBC-FA's brief is now permanently available on the UNBC-FA's website at <http://unbcfa.ca/category/faculty-negotiations/2015-arbitration/> and the Employer's brief will also become available on the UNBC-FA's site soon.

The parties will exchange rebuttal briefs on the morning of 18 November 2015. We will make both of those briefs available to you as soon as we can.

Again, we thank you for your support and encouragement.
Ted Binnema, Chief Negotiator, on behalf of

Paul Bowles
Darwyn Coxson
Jacqueline Holler
Donna Plourde
Shannon Wagner