

# University of Northern British Columbia Faculty Association

## *Bargaining Bulletin #2019-27*

November 29, 2019

### **Message from the Chief Negotiator:**

Dear Colleagues,

Yesterday was the first full day of mediated negotiations. Like the first evening, the day was consumed by intense discussions of one item: the element of the Employer's proposal on which we have sought legal opinions. As we have told you previously, both our own counsel and a second independent legal opinion confirmed that the Employer's demand was unlawful. Both parties had counsel present yesterday, providing the opportunity for the lawyers to discuss matters. Late yesterday, the Employer finally presented another proposal, although the new proposal appears to be similarly unlawful. As a result, no agreement could be reached, and the meeting adjourned late yesterday evening.

Despite this unfortunate news, there is something positive to report. The Employer agreed to remove and sign off nine articles from their package offer in the last two days. We had converged on those issues even before the mediator arrived, but we do welcome being able actually to conclude those articles. Only eight articles remain to be negotiated.

As the 23rd day of job action dawns, we await a message from the mediator and the directions of the Executive regarding next steps.

Ted Binnema, Chief Negotiator, UNBC FA, and the rest of the team: Jacqueline Holler, Umesh Parshotam, Matt Reid, Donna Sindaco, and Stephen Rader (*ex officio*).



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