

University of Northern British Columbia Faculty Association

Bargaining Bulletin #2020-32

September 22, 2020

Message from the Chief Negotiator:

Dear Colleagues,

We write to give you an update on the arbitration hearings relating to our 2019-2022 Collective Agreement. An opportunity opened up for the Arbitration hearings to resume last week on 17 and 18 September. The two days gave the parties some more time to present their positions, but, once again, the hearings are taking considerably more time than we had anticipated. We were not able to complete the hearing, and have to tell you again that it will likely not be possible to complete the hearings until the spring of 2021.

We expect that you will be disappointed by this news. We are too. But the Bargaining Team reminds you that – guided by your firm mandate – we are attempting to achieve a fair, equitable, transparent, sector-norm agreement that will set a strong foundation for our Collective Agreements for decades to come. While it is frustrating to see the process take as long as it is, achieving this goal is worth the wait, because the Employer continues to advocate very strongly at these hearings for inconsistent (entirely different salary systems for Assistant, Associate and Full Professors than for Lecturers, SLIs, and Librarians), inequitable (especially in terms of gender inequity), and experimental salary systems. Their proposal would ensure that the parties will have to undergo very difficult negotiations to deal with SLI and Librarian salaries in the next round of negotiations. Those high stakes convince the Bargaining Team that the many hours we spend on these hearings now, are worthwhile.

We hope to be able to give you a more complete update during an oral report at our next general meeting.

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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