

University of Northern British Columbia Faculty Association

Bargaining Bulletin #2020-31

May 15, 2020

Message from the Chief Negotiator:

Dear Colleagues,

We are writing to inform you that on 13 May 2020, Leo McGrady, our legal counsel, officially filed an Unfair Labour Practice (ULP) Complaint against our Employer with the British Columbia Labour Relations Board (LRB). This ULP complaint pertains to the illegal demands made by the Employer persistently from June 2019 to the present moment. We thought it would be only fair to share the draft application with Geoff Payne, the interim President of UNBC, before we filed the complaint with the LRB, since he had signaled that he wanted to turn the page on labour relations at UNBC. Unfortunately, the present senior administration appears to stand by the Employer's illegal demand.

It is worth noting that in our complaint, we state that "The Employer illegally took [its] proposal to impasse, *and continues to do so.*" In other words, while it may be true that some of the original proponents of the illegal demand have departed UNBC, responsibility for the illegal demand now rests squarely upon the shoulders of our current senior administrators, Geoff Payne and Dan Ryan, and the remnant of the Employer's bargaining team: Erik Jensen, Ernie Barber, and Tracy Deck. They are the persons at UNBC *today* who are standing behind the illegal demand, and they are the ones who have resolved to defend it before the LRB. We will be interested to see what their defence looks like, and we hope to share it with you when we have received it.

We have conveyed very clearly to the Employer that we believe that one of the most important pages in a Collective Agreement is the signature page: the one that indicates that the parties have agreed to the terms and conditions of the Collective Agreement. There has not been such a page in either of the last two agreements. Despite public statements that "the best agreement is a negotiated agreement," the senior administration at UNBC has made it clear that they now prefer – even in the midst of a pandemic – to expend the time, energy, and expense of a litigated agreement, resulting in another imposed agreement, never ratified by the parties. We regret this fact.

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*).



Rm. 3085/3089 Charles J. McCaffray Hall