

University of Northern British Columbia Faculty Association

Bargaining Bulletin #2022-01

November 23, 2022

Message from the Chief Negotiator:

Dear Colleagues,

By the time you read this, you will have received an invitation to complete a survey for the benefit of your contract bargaining team. If you did not notice the invitation, please check your email inbox for 21 November for the invitation from sender “UNBC FA” or “Simply Voting.” **I hope that, if you have not yet filled out the survey, you still will take a few minutes to do so.**

This survey is extremely important to the bargaining team for several reasons. First, it helps us understand what is important to you. Second, a good response rate gives us confidence that we have the support of our members when we present our proposals at the negotiating table. Third, your comments, suggestions, and anecdotes are sometimes decisive when we bargain. Sometimes we read these comments and stories at the table. Members’ stories can be very powerful in negotiations. Over the past decades, the UNBC FA contract bargaining teams have achieved a lot at the negotiating table because we enjoyed great member engagement and support. Let’s maintain the commitment. Even if you are highly satisfied with the present Collective Agreement, your bargaining team needs to know.

Another crucial part of the bargaining team’s planning is to meet with you. Between 25 January and 3 February, members of the bargaining team will meet with various groups (*Term Members and Sessionals, Tenure-Track Faculty, Tenured Faculty, Senior Laboratory Instructors, Senior Instructors, Librarians, Chairs, Regional Members, and members contemplating retirement*). **Please try to attend one or more of these focus groups.** If you cannot attend a meeting, please feel free to communicate your sentiments to the team in whatever way you can. And, if you want to meet with me individually, please let me know.

Most of the public sector in British Columbia has contracts that expired in 2022. You will remember that, in February 2021, the UNBC FA and the UNBC Board of Governors concluded a Memorandum of Understanding (MOU) that added a year to our contract and stipulated that the parties will negotiate how to apply retroactively the increases approved by the Public Sector Employers’ Council for the year 1 July 2022 to 30 June 2023. For your information, PSEC recently posted its mandate, in which it approved “a flat increase of \$0.25/hour which provides a greater percentage increase for lower paid employees, plus 3.24%.” So, you should expect to see that each step of the salary grids should be increased by \$520 ($\$0.25 \times 8 \times 5 \times 52$) before a 3.24% increase is applied. For those being paid by the course, that should mean an increase of \$56 per SCH before the 3.24% is applied. Remember, however, that by the terms of the MOU we will negotiate this retroactive pay when we begin



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negotiations to renew our current Collective Agreement, so you will not receive this retroactive pay for some time.

On behalf of the bargaining team, I wish each one of you a strong finish to this semester, and a celebratory holiday season.

Dare I ask you one more time to complete the survey if you have not already done so? It will not take you more than ten minutes.

Ted Binnema, Chief Negotiator, UNBC FA, and the rest of the team:

Jacqueline Holler

Dezene Huber

Matt Reid

Donna Sindaco



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