

University of Northern British Columbia Faculty Association

Bargaining Bulletin #2025-03

16 December 2025

Message from the Chief Negotiator

Dear UNBC-FA Members,

As you know, your Negotiating Committee met with the Employer's team this past weekend. Once again, as in June, we had productive, substantive, and collegial discussions with the Employer's team. Our team is feeling positive about our progress and our ability to conclude a satisfactory agreement. However, we were unable to conclude a Collective Agreement because of continued uncertainty in the provincial bargaining landscape.

You will remember that in our June sessions, we focussed on non-monetary articles, many (19) of which were agreed between the parties at that time. This time we had hoped to conclude bargaining on compensation-related issues, but we were not able to agree on a total compensation deal. The parties are in agreement on a GWI of 3% per year in each year of a four-year agreement (2025-2029), but not on other monetary details. At this point, the provincial bargaining situation is still dynamic and changing. For this reason, we are scheduling additional meetings for winter 2026, by which time we hope there will be additional clarity on the non-GWI elements of a potential settlement.

At this point, the parties have opened 32 articles or MoUs, of which 21 are settled. We think we can settle the remaining 11 MoUs and articles efficiently in our next set of meetings. We'll update you when those dates are set. Thank you for your solidarity and kind messages of support, and best wishes for the coming holidays.

Sincerely,

Jacqueline Holler, Chief Negotiator, and the UNBC-FA Team:

Jean-Sébastien Bernier
Dezene Huber
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