

University of Northern British Columbia Faculty Association

Bargaining Bulletin 2019 #10

Message from the Chief Negotiator:

Dear Colleagues,

The bargaining team has important news to share. Yesterday afternoon (9 October), the Employer applied to the Labour Relations Board (LRB)(under Article 74 of the BC Labour Code) to appoint a mediator who will be charged with attempting to help the parties reach an agreement. This action delays the date upon which the FA will be in a legal strike position. We will explain the process.

We expect that the LRB will appoint a mediator within days – hopefully before the end of the week, but perhaps not until early next week. At that point, 20 days must pass during which we will work with the mediator to attempt to conclude an agreement. There is a small chance that the mediator could report sooner than that that mediation has no chance of success, but we should assume that, if the mediator is appointed on 15 October, we would be unable to take any job action until 4 November. If we have not concluded an agreement by that time, the mediator is required to report to the LRB, and the LRB will report to the union that it has received the mediators report. At that time, the UNBC FA would again be able to strike after giving 72-hour notice. Depending on how things develop, that might be around 12 November.

The bargaining team hopes, as I am sure all of you and all of our students do, that the Employer has made this application with the intention of taking a more constructive approach to negotiations. Although our past experience with mediation (in 2012 and 2015) has been that the Employer has sought mediation only to cause delay and to consume our time and energy, we are optimistic that, knowing that they cannot force us into arbitration this time, they really will use this time to table realistic proposals that respect the mandate you have given us.

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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