

Message from the UNBC-FA President:

Dear FA Member,

We have received a number of questions relating to travel that has already been scheduled and might take place during job action. Here is what we can tell you at the moment:

1. The Goodwill Agreement. During our last strike in 2015, the employer signed a Goodwill Agreement with the Faculty Association. There is no legal requirement for such a document to exist, but it is common at universities to clarify certain issues in a spirit of good will that hopefully makes it easier to resume collegiality with administrators after job action. The previous Goodwill Agreement provided that

- Members on leave (sabbatical, professional, study, medical, parental, etc) were exempted from job action and continued to be paid.

- Members on approved long-distance travel at the time of job action could apply to the Joint Adjudication Committee to complete their travel with normal reimbursement. In the event that the JAC did not approve completion of travel, members were expected to return to Prince George to take up strike duty.

As of today, we do not have a Goodwill Agreement in place, so there is no guarantee that we will be able to negotiate the same terms.

2. The Strike Manual. According to our strike manual, members only receive strike pay in return for performing picket duty (with a few exceptions, e.g. for medical conditions, in which case other duties are assigned). This means that if a member were travelling and were not exempted by one of the mechanisms described above, they would be expected to return to PG to perform their picket duty. In the event they did not do so, they would not receive strike pay for any shifts they missed.

The upshot of all this is that if you have travel coming up, you should think carefully about whether to go. It is possible there will be no strike. It is possible there will be a strike and we will have a goodwill agreement that allows you to complete your travel. It is possible you will be asked to return to PG in the middle of your travel.

I apologize that we cannot provide clearer guidance, and I will update you immediately if we are able to negotiate a new Goodwill Agreement.

Stephen Rader
President
UNBC Faculty Association

