

# University of Northern British Columbia Faculty Association

*Bargaining Bulletin 2019 #13*

## Message from the Chief Negotiator:

Dear Colleagues,

Your bargaining team has had a very busy last few days. In response to a settlement offer that the Employer presented to us on Wednesday, we worked long hours to present another counter offer yesterday afternoon. We have listened carefully so that we can clearly identify and respond appropriately to the Employer's legitimate concerns and reasonable requests while standing firm on the mandate you have given us. We were disappointed by some of what the Employer tabled on Wednesday. They made an entirely new demand on Tenure and Promotion – a demand we had never seen before. And we are dismayed by the Employer's insistence that we can fix our salaries only if we accept concessions. But we have not let this prevent us from trying to move things forward.

So, where are we now? The proposal we presented to the Employer yesterday afternoon represents a creative way for the Employer and the Faculty Association to achieve all of our important legitimate objectives. It also offers the best hope that future contract negotiations will progress quickly, without rancor, and without the need for any threat of job action. Failing to achieve the shared Employer-Association goal of fair salaries for Faculty Members at UNBC, or even achieving them at the cost of important rights, is a recipe for another difficult round of negotiations in three years. We do not want that. For the sake of our students, UNBC, and for the sake of the region of British Columbia to which we are so committed, we want to establish the basis for serene long-term labour relations at UNBC. We believe we have tabled a settlement offer that allows the Employer and the Faculty Association to turn the page and begin a new chapter of cooperative relations at UNBC. It is time for the Employer to seize the opportunity.

Ted Binnema, Chief Negotiator, UNBC FA, and the rest of the team: Jacqueline Holler, Umesh Parshotam, Matt Reid, Donna Sindaco



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