

University of Northern British Columbia Faculty Association

Bargaining Bulletin 2019 #18

Message from the Chief Negotiator:

Dear Colleagues,

We worked last night and early this morning to table a proposal at 10:30am that we believe addressed all the Employer's concerns from yesterday's bargaining. After receiving the proposal, the Employer's team caucused at 11:42am to deliberate for the remainder of the day. The Employer contacted us at 7:47pm to tell us that they continue to work on a settlement offer through the night and will have a proposal for us tomorrow (Friday) at 10:00am. Given the duration of their deliberations, we are confident that they are taking our concerns seriously and will address our substantive differences in the next proposal.

We have good grounds for optimism. The Employer acknowledges that our proposals yesterday will cost about as much as the proposals they have put on the table. The proposal we tabled today is slightly cheaper. In other words, overall cost is no longer an issue. Discussions will now revolve around the salary structure and the remaining non-monetary issues.

Our last proposal included a salary system that resembles those of many universities, featuring salary floors and annual increments similar to those at comparator universities, including the University of Victoria. We also presented compelling evidence that our salary proposals for librarians were in line with salaries for librarians elsewhere.

We have remained at the negotiating table for days, providing the Employer with creative proposals that we believe meet the mutual interests of the parties.

With our students missing classes and with our colleagues in three other unions foregoing their pay cheques to support us, we are hopeful that the proposal from the Employer tomorrow will endeavour to close the gap between our respective positions.

Tomorrow (Friday) we welcome Flying Pickets from across the country, who have flown here from as far away as St. Johns, Newfoundland to support us. Colleagues from our sister research universities in British Columbia will also be among those bolstering our lines.

Once again, the bargaining team wishes to thank you for your unwavering support.

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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