

# University of Northern British Columbia Faculty Association

## *Bargaining Bulletin #2019-24*

November 24, 2019

### **Message from the Chief Negotiator:**

Dear Colleagues,

Because the Employer posted some very misleading information publicly on Friday, the UNBC FA bargaining team felt compelled to meet with the FA Executive and Membership on Saturday to clarify the status of proposals that both parties had on the table at that time. We regret the loss of half a day of negotiations, because we had felt optimistic, based on the progress made at the table on Friday, that we could have made very significant headway on the weekend. The silver lining for the bargaining team was that the meetings gave us the opportunity to hear again how firmly resolved you are on the mandate you have given us, and how unfazed you are by the Employer's disinformation.

Unfortunately, when we met with the Employer on Saturday at 2:00 pm to raise our concerns about the deleterious effects that their proposed salary system would have on gender pay equity among our members, they were so offended that they announced that they were not open to further negotiations, perhaps for the rest of the weekend. We did stay, hoping that they would change their minds, but we eventually went home at about 11:30 pm when our texts had gone unanswered.

We returned to our room this morning and contacted the Employer, asking if they were willing to negotiate. However, we were told that the Employer's team had to caucus for an extended period to do a "deep dive" on the equity issues we had raised. With the Employer unwilling to meet with us today, we completed further research on the implications of the Employer's proposal for gender pay equity at UNBC, the results of which the Employer is sure to want to know, the next time we meet with them. At the time of writing (4:30 pm on Sunday afternoon), we still hope that we might meet with the Employer's team tonight.

We know that our students and our colleagues on the picket line with us are eager to see the end of this strike. We are keenly aware of the sacrifices that members of other unions are making to stand in solidarity with us. We thank our members for the generous donations that you are making to the hardship funds of the student societies and those other unions.

Rest assured that we stood ready to negotiate day and night this weekend and remain ready to do so.

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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