

***“Optimism Built on Readiness”***



***Hudson Bay Mountain and Train.*** Photo: Ted Binnema



**Message from the President**

***Stephen Rader***  
*Professor, Chemistry*  
*President UNBC-FA*

Dear Colleagues,

Had you joined me at Friday's Board of Governors meeting, you would have heard President Weeks say that he is *absolutely committed* to fixing the salary structure at UNBC. It is not, he said, just something we want, it is a necessity for UNBC, as our success rests on our ability to recruit and retain excellent faculty members.

---

You would have also heard him say that the province would not be investing in our new Civil and Environmental Engineering program, or anticipated new buildings and other programs, if it did not have confidence that UNBC has a strong future. All credit, therefore, to the President for managing UNBC's fiscal affairs well, which has allowed our accumulated surplus to grow to over \$140 million as of last year, and which has not required cuts in our academic programming.

We are tremendously heartened by the positive tone of the administration going into this round of bargaining. We will update you on our progress at the table through regular Bargaining Bulletins from your Chief Negotiator, Ted Binnema. As usual, we will keep you apprised of other FA activities and developments through this newsletter and through our General Meetings, which we hope you can attend (including this Friday!).

As we are all exceptionally busy at this time of year, we are limiting this newsletter to a report from your Acting VP, Paul Sanborn, on the Action Committee and the importance of being prepared even when everything is looking promising. Best wishes for a successful conclusion to the winter term and a productive and rewarding summer, hopefully with a good vacation planned.



## Action Committee Update

**Paul Sanborn**

*Associate Professor, Ecosystem Science & Management  
A/Vice-President, UNBC-FA*

---

Along with the rest of our Association, the members of the Action Committee have been encouraged by the positive tone of comments made by the Employer as we've approached the start of contract negotiations. Soon enough, we will learn how these sentiments translate into concrete bargaining proposals. And if we have learned anything from our experiences in 2014-15, as well as those of our counterparts at other institutions, that translation is strongly influenced by the resolve of the membership and the firmness of its support for our bargaining team.

As our Chief Negotiator, Ted Binnema, pointed out in his first 2019 Bargaining Bulletin, actual strikes are quite uncommon in the Canadian university environment. However, that rarity should not be misinterpreted as a sign that strike preparations can be conveniently kept on the back-burner – far from it! In fact, the credibility of the membership's resolve is directly related to our state of readiness for job action.

That's why the Action Committee is one of the Association's key standing committees, and why its regularly scheduled meetings began many months ago. Over the winter, the Committee compiled a comprehensive strike manual, based on existing documents from other faculty associations and CAUT, and informed by our own experience with job action in March 2015.



Rm. 3085/3089 Charles J. McCaffray Hall



**Road to Terrace, BC.** Photo: Ted Binnema

In 2018, the Committee was given updated terms of reference, and it's worth reviewing what its responsibilities include:

*Recommending the complete strike strategy and organization to the executive and to carry out the plan that the executive approves is the responsibility of the Action Committee. The overall strike strategy, complete with provisions for a strike headquarters, transportation, picket locations, food, telephone and office services, website management, picket line services and supplies, social events and communications will be developed in consultation with the other strike committees that the Action Committee oversees.*

Those subsidiary committees consist of:

- Picket Committee
- Finance committee
- Strike services committee
- Social events committee



- 
- Communications committee
  - Strike adjudication committee

In 2015, those committees involved more than twenty members who, in turn, recruited dozens more volunteers to perform the multitude of tasks essential to running a successful strike. In the coming weeks, we'll complete appointing chairs for all of those committees, and will be identifying the key volunteers who will fill out their membership.

You'll be hearing from us!

### Faculty Association Office



The Faculty Association Offices are located in  
Rooms 3084-3089 Charles J. McCaffray Hall

Office hours: Monday–Friday, 9:00am – 5:00pm

**Donna Sindaco**, Executive Director  
[donna.sindaco@unbc.ca](mailto:donna.sindaco@unbc.ca), 250-960-5816

**Christa Florell**, Professional Services Officer  
[christa.florell@unbc.ca](mailto:christa.florell@unbc.ca), 250-960-5313

visit our newly updated website: [www.unbcfa.ca](http://www.unbcfa.ca)

### Upcoming events

#### **Spring General Meeting**

22 March 2019  
Noon – 1:30 pm  
5-123 Gathering Place

**Teleconferencing is available on request**  
**Please contact [christa.florell@unbc.ca](mailto:christa.florell@unbc.ca) for dial-in**  
**instructions on or before March 21<sup>st</sup>**  
Light lunch will be served

\*\*\*\*

#### **10<sup>th</sup> Annual May Day Dinner and Celebration**

1 May 2019  
5:30 pm, Coast Inn of the North

We have a limited number of tickets  
Please contact:  
Christa Florell [christa.florell@unbc.ca](mailto:christa.florell@unbc.ca)



Rm. 3085/3089 Charles J. McCaffray Hall