

October 24, 2016

### **Administration Refuses to Make Real Movement: Strike Deadline Looms**

Dear Colleagues,

In the 11 days since the resounding 86% strike mandate from UMFA Members, the administration has only met with our bargaining team **one time** - for a meager 90 minutes. In fact, since they released their "Comprehensive Settlement Offer" back in mid-September, they have cancelled meetings and there has been virtually no movement on key issues.

When the administration's team finally did come back to the bargaining table on Friday, instead of coming ready to find a resolution, **they took a step backwards by pulling their most recent salary offer**. The bargaining process is not moving forward, despite the fact that UMFA Members have very clearly stated that they are willing to strike. The other side does not appear to be listening.

In response to the standstill, our bargaining team pushed the administration to move major bargaining issues into mediation, which is a form of third-party assistance that is non-binding. A mediator will hear the arguments of the two sides and suggest possible resolutions. Administration has agreed and mediation is expected to begin on Thursday and continue throughout the weekend. A non-mediated meeting, to deal with less-complex issues is also scheduled for Wednesday.

To keep the pressure on to ensure we get a fair deal, we must continue the conversation with students and parents and our Members – to let them know why this is so important to them and to the future of our institution. UMFA will have an information table in University Centre Tuesday through Thursday from 11:00 a.m. to 2:00 p.m. where students and Members can ask questions about the issues. A table will also be set up at Bannatyne campus on Wednesday from 11:30 a.m. – 1:30 p.m.

Please check the UMFA.ca website frequently for updates and continue to share your stories on social media to let administration know #WeMakeUofMHappen and we are #ReadyForAFairDeal. Watch for the launch of our YouTube page where we will host videos from our rallies and key events.

We are still negotiating seriously, and we want to give the bargaining process every chance to succeed but we also know that the Members have clearly said a fair agreement is worth striking for. As mentioned in our last update, should negotiations not produce a satisfactory result, job action would begin at **7:00 a.m. on Tuesday, November 1**.

There is [an FAQ available on our website](#) that lays out some logistics of a strike. Please contact us if you have any additional questions, or speak to your Board Representative.

Please keep checking your email as we will continue to update you throughout this process. If you have not yet completed your job action survey, I ask that you do so as soon as possible.

In solidarity,  
Mark Hudson