

October 2, 2020

Dr. Michael Benarroch
President and Vice Chancellor
University of Manitoba
66 Chancellors Circle
Winnipeg, MB R3T 2N2

Dear Dr. Benarroch,

We are writing to you today to express our strong support for the Charter-protected right to free and fair collective bargaining, and to urge the University to bargain a fair deal with UMFA in the context of your collective agreement's wage re-opener provision.

As you are aware, *Bill 28: The Public Services Sustainability Act* was struck down by the court this summer as unconstitutional, a fact which Manitoba's Labour unions had always maintained. It is therefore wholly inappropriate for either the government or public sector employers to be imposing Bill 28 on bargaining.

Before the Pallister Government improperly interfered in bargaining with UMFA in 2016 (resulting in unfair bargaining and precipitating that fall's UMFA strike), the University was prepared and committed to addressing serious wage discrepancies vis a vis other Canadian universities, and budgeted accordingly.

We urge the University to do the right thing and bargain a fair deal with UMFA now.

In solidarity,



Kevin Rebeck
President of the Manitoba Federation of Labour