

Dear Colleagues,

Yesterday, the UMFA Bargaining Team and the UM administration met in mediation for the first time, during which, a truly unexpected development occurred. Representatives from the senior levels of the new provincial government, in an egregious act of interference and intimidation, mandated the University to extend the current collective agreement for 1 year with a 0% salary increase.

We are outraged by this interference, and we are pursuing all legal options for remedy, but we will continue to work hard with the mediator for movement on the core issues that have an impact on your work life.

It is important to reiterate that **we do not bargain with the province**; we bargain solely with the employer and **we will continue to push your priorities on workload, performance indicators, collegial governance and job security at the table.**

If negotiations on these core governance issues do not produce a satisfactory agreement, a strike will begin Tuesday, November 1 at 7:00 a.m.

UMFA and the University have released a joint letter condemning the interference in the bargaining process by the province. **That letter is attached here for your reference.**

The importance of keeping the pressure up on the administration cannot be understated. You can continue to help by:

- Keeping the conversation going and rallying the support of students, colleagues and friends in the community.
- Talking to your students and colleagues about the issues and why they should care. Encouraging them to contact President David Barnard via phone or email to tell him we deserve a fair deal.
- Visiting our website (umfa.ca) for resources such as sticker templates, window signs and a PowerPoint presentation you can use when talking to your students. Continuing to share your stories on social media to let administration know #WeMakeUofMHappen and we are #ReadyForAFairDeal. We have just launched a [YouTube channel](#), where we will host videos from our rallies and key events – share our videos to keep the momentum going.

Mark Hudson
UMFA President