

**University of Manitoba Faculty Association presents offer, the administration has the power to end the strike**

*Proposed offer would address retention and recruitment issues*

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**Winnipeg-** The University of Manitoba Faculty Association (UMFA) has tabled an offer to the university administration that would address issues around recruitment and retention. Should the university administration accept the reasonable and fair offer, the strike will end and students can return to their classes. UMFA believes that this agreement addresses concerns repeatedly brought forward by faculty, and secures the future of high-quality public education in Manitoba. The university has a healthy operating surplus and UMFA's total proposal costs would only represent an increase of \$8.3 million over the current financial commitment to faculty compensation.

"We believe that we have prepared a reasonable and fair offer for the university administration that addresses the concerns our members have been expressing since day one," said Orvie Dingwall, UMFA President. "The responsibility for ending the strike now falls in the hands of President Michael Bennaroch. This is a reasonable and fair offer, and we are hopeful that the university administration will accept it and end the strike."

UMFA is proposing a three-year agreement that includes two years of 2% increases and the third year at 2.5%, or a Cost of Living Adjustment. The proposal also includes increases to recruitment and retention adjustments over the term of the agreement. Finally, the proposal includes raising the salaries of Instructors to be in line with librarians, which would address compensation and retention issues.

The proposal begins the process of ensuring that UMFA members do not fall further behind other Canadian universities. University President Michael Bennaroch has previously said that members lost approximately 8% of their incomes to inflation due to the wage freeze imposed by the provincial government. Today's proposal is the next step to ensuring that faculty compensation will remain competitive, ensuring that students can continue to receive a high-quality education at the University of Manitoba.

"We know that the university administration has the ability to properly compensate faculty while still leaving additional resources to invest back into students on campus," said Dingwall. "Today, we are presenting this reasonable and fair offer to the administration in the hopes that they will choose to end this strike."

UMFA represents over 1,200 professors, instructors and librarians at the University of Manitoba.