The following message is being sent on behalf of Lisa Castle, VP Human Resources, to HR Network members. A copy of this message was sent to the Heads Up Vancouver and Okanagan campuses earlier today. To view this bulletin online, please visit http://www.hr.ubc.ca/collective-bargaining/bargaining-bulletins/bulletin-1/.

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The purpose of this memorandum is to provide you with an update on developments in collective bargaining at UBC. An overview of collective bargaining (including information on the bargaining units) is available at http://www.hr.ubc.ca/collective-bargaining/.

While it may seem that we just completed collective bargaining (and we did in November), we are now preparing for the next round of negotiations this year. This is the first of many updates that will be provided to you during this year on the matter of collective bargaining. As the agreements that were negotiated or resolved by arbitration in 2011 and 2012 expire during the course of this year, it is important that we inform you of the nature of bargaining this year and the process that will unfold.

Let’s begin with us. The University will negotiate with bargaining teams for the unions and associations for all nine of our agreements. Here is a complete list in alphabetical order:

- **AAPS** – expires June 30, 2014. Represents approximately 3,300 management and professional staff at the Vancouver and Okanagan campuses.

- **BCGEU (Okanagan)** – expires June 30, 2014. Represents approximately 300 staff in administrative, maintenance and technician roles across the campus, and 517 teaching assistants and markers at the Okanagan campus.

- **BCGEU (Vancouver – child care)** – expires April 30, 2014. Represents approximately 245 child care staff at the Vancouver campus.

- **CUPE 116 (main agreement)** – expires March 31, 2014. Represents approximately 2,000 trades, food and custodial workers, parking attendants, engineering technicians, research assistants, campus security patrol, and a few clerical/secretarial positions at the Vancouver campus.

- **CUPE 116 (Aquatic Centre)** – expires Dec. 31, 2014. Represents approximately 157 life guards/instructors at the Aquatic Centre at the Vancouver campus.

- **CUPE 2278 (TAs & English Language Instructors in Continuing Studies)** – expires August 31, 2014. Represents approximately 1,600 Teaching Assistants, tutors and markers (Component 1) as well as 68 English language instructors in the English Language Institute (Component 2) at the Vancouver campus.

- **CUPE 2950 (including Chan Centre)** – expires March 31, 2014. Represents approximately 1,650 Clerical and Secretarial Workers and Library Assistants, as well as front of house and back of house staff at the Chan Centre at the Vancouver campus.

• UBC Faculty Association – expires June 30, 2014. Represents 2,900 professors, instructors, lecturers, librarians and program directors (Continuing Studies), as well as 900 sessional faculty, at the Vancouver and Okanagan campuses.

As you can see, this represents a significant and important undertaking this year. We will start all of this bargaining by exchanging proposals with the UBC Faculty Association in late March. We expect to start with all of the staff unions and AAPS in the late spring and summer.

As in previous years, we will be bargaining our agreements at the same time as most other provincial public sector employers, including other universities, health, K-12, crown corporations, colleges and institutes, social services, etc. The significant exceptions are the Health Science Professionals Bargaining Association and the BCGEU (agreement with the Province), which have already negotiated their agreements through 2019. Two other agreements have also been reached and are expected to be ratified in February. We will keep the website updated for the progress of bargaining across the Province: http://www.hr.ubc.ca/collective-bargaining/resources/

It is fundamental to remember that bargaining in the public sector of British Columbia has been governed by mandates established by the Provincial Government since 1993. 2014 continues this pattern with the issuance to public sector employers of the “Economic Stability Mandate” in November, 2013 (http://www.fin.gov.bc.ca/psec/bargaining/index.htm#mandate). Pursuant to that mandate, the University is required to submit bargaining plans to the Public Sector Employers’ Council Secretariat (PSEC) and the Ministry of Advanced Education for approval. We are in the process of preparing these plans. As bargaining progresses, the University has to meet a series of requirements for information and approvals.

As part of our process at UBC, HR’s final bargaining mandates for the University’s bargaining teams are set by the Employee Relations Committee of the Board of Governors upon the recommendation of the Executive. These mandates are required to be inclusive of and compliant with PSEC’s Economic Stability Mandate.

Thank you for your interest in this critical process this year. It matters to all of us.

-Lisa Castle, Vice President Human Resources