



2 November 2022

Ms. Patricia McPhail
Director of Labour and Industrial Relations
Economic Growth, Tourism and Culture
Prince Edward Island

Re: UPEIFA/UPEI Conciliation

Dear Ms. McPhail,

Late last year, UPEI Faculty Association members voted unanimously to provide their negotiations team with a strong mandate to address a significant number of issues that impact their working conditions and their students' learning conditions.

Unfortunately, after close to twenty (20) meetings with our employer's negotiations team as well as the expiration of our collective agreement, it became clear that the UPEI Board of Governors was not interested in working with us to address our members' significant concerns.

On August 5, we formally requested that Minister Bloyce Thompson appoint a conciliation officer to confer with the parties in order to assist us in reaching an agreement.

On August 8, Minister Thompson indicated that he would be appointing you to serve as the conciliation officer in this matter.

Although the *PEI Labour Act* stipulates that a conciliation officer has ten (10) days after the Parties have met to decide whether it is advisable to appoint a conciliation board, Minister Thompson sent a letter to the Parties on October 13 indicating that he was exercising his discretion under the *Act* to extend the legislated timeline for you to file your report. Furthermore, Minister Thompson indicated that he expected you to provide him with an update on our progress no later than November 2.

It has been close to three (3) months since we first asked Minister Thompson to appoint a conciliation officer to confer with the parties. As a result of that process, we have been able to reach agreement on several issues. With strong support from our members, we have made it clear to our employer which of the outstanding items are their top priorities. As you are aware, this has significantly reduced the number of issues that remain in dispute.

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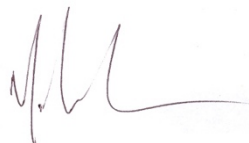
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Our employer has had an opportunity to review and seek clarity on all of our proposals. They have also been provided with many opportunities to provide responses to our proposals. Despite your efforts to bring agreement about between the Parties on these remaining issues, we do not believe that your continued assistance in this matter will assist the Parties in resolving these outstanding issues.

To ensure that our members' have reasonable access to a meaningful process of collective bargaining and that their constitutional rights are infringed no more than is necessary, we respectfully request that you forthwith submit your formal report (s. 26) to the Minister and that you advise against the appointment of a conciliation board.

We look forward to your timely response to this request.

Sincerely,



Dr. Michael Arfken
President
UPEI Faculty Association

cc:

The Honourable Dennis King, Premier, PEI
The Honourable Bloyce Thompson, PEI
Ms. Erin McGrath-Gaudet, Deputy Minister, PEI
Mr. Pat Sinnott, Chair, Board of Governors, UPEI
Dr. Greg Keefe, Interim President, UPEI
Dr. Andrew Trivett, Chief Negotiator, UPEIFA
Mr. Brian Johnston, Chief Negotiator, UPEI