

Dear Contract Academics,

Friday, March 12 was the last scheduled conciliation date. Unfortunately, we were not able to reach agreement despite very considerable efforts on the part of your team. At this point, the administration has agreed that the outstanding issues (all related to benefits such as health and professional development and stipends) be referred to binding arbitration. In the interim, the administration has indicated an intention to implement the collective agreement as tentatively agreed, except for outstanding monetary items.

The agreement between AUNBT and UNB bargaining teams is tentative. In the normal course, you as members would be asked to ratify the agreement. However, because there is no agreement on some of the benefits and stipends and because the employer has agreed to binding arbitration, the final decision about the collective agreement would be made by the arbitration board. In order to ensure that you have your say, the AUNBT constitution requires that you as members authorize your team to agree to binding arbitration before we can move the outstanding issues to binding arbitration.

We foresee this process to unfold in accordance with the AUNBT constitution as follows:

- On the advice of the Collective Bargaining Committee, the AUNBT Executive will put the question whether the outstanding issues should go to binding arbitration before the contract academic membership and recommend that they approve it.
- To that end, the Executive will call information meetings on the Fredericton and Saint John campuses at which the entire tentative agreement, including the agreement to arbitrate, will be explained and discussed.
- Within five working days following these information meetings there will be a two-day ratification vote in which members will vote by secret ballot whether to accept or reject the recommendation of the Collective Bargaining Committee.

The right to vote in this process is open to contract academic instructors and librarians who (1) are AUNBT members, and (2) have been employed by UNB as contract academics within the last 12 months. **IF YOU ARE NOT ALREADY AN AUNBT MEMBER, YOU CAN SIGN UP AT THE TIME OF VOTING.** Membership is free.

We will have information meetings on the following dates:

March 25, 2010 at noon in Saint John in Oland Hall 103

and on March 29, 2010 at noon in Fredericton in Marshall D'Avray Hall 261

At those times, we can discuss the tentative agreement, the outstanding issues and whether binding arbitration is in your best interest.

Following these meetings, on March 31 and April 1, you may cast your ballot at the AUNBT offices in Fredericton (4 Bailey Drive, room 115) and Saint John (Hazen Hall Annex 16) from 10 am to 4 pm on March 31 and 12 noon to 6 pm on April 1st. If a majority of votes cast supports binding arbitration, the outstanding issues will go to binding arbitration and the entire agreement will become binding once the arbitration board has rendered its decision. If there is no majority support for binding arbitration, negotiations could resume or the parties might consider themselves at impasse which means that the membership might be locked out or a strike vote could be authorized.

For more information about the AUNBT constitution see:
<http://aunbt.caut.ca/constitution.html>

In solidarity,
Jula Hughes
Wendy Bourque
Stephen Dutcher
John Neilson