



Mr. Brian Johnston, K.C.
UPEI Chief Negotiator
Stewart McKelvey Lawyers/Avocats
600-1741 Lower Water Street
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Via Email

March 18, 2023

Dear Mr. Johnston,

Thank you for responding to my third letter requesting meeting dates. I am disappointed that you have not seen fit to provide any.

In your response, you once again make it clear that you believe you have devoted enough time to bargaining with the FA. We disagree, and must underline that we believe it is your duty to continue to negotiate in good faith until an agreement is reached. Our members, students, and indeed all Islanders expect nothing less. Failing to respond to requests to meet is not negotiating.

Your email of March 17 also includes the following statements: *"Following our four days of direct bargaining [...] the University took a different approach of unilaterally withdrawing some of its proposals [...] and making ten new proposals on Outstanding Issues [...]. That is negotiating. Responses from FA would help the parties achieve an agreement."*

As you yourself pointed out in a recent letter, we did see movement and make some progress in our most recent meetings; based on this the FA requested further meeting dates. However, rather than continue to meet with the goal of making more progress, you decided to act, as you say yourself, "unilaterally" and have since refused to even discuss your new proposals. Unilateral action is not negotiating. The FA will respond at the negotiation table.

It is true that our parties have met a great deal over the last year. Meetings last summer and throughout conciliation were marked by drawn-out conversations in which you repeatedly stated that you could not make counter-proposals without thoroughly understanding the FA's proposals. However, at that time, instead of providing meaningful movement towards agreement, you instead explicitly declined to provide counter-proposals on many of the FA's major proposals, including those which UPEI's students have identified as priorities. That is not negotiating.

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With regards to the financial details, you claim to have provided the information requested. With all due respect, I must point out that you appear to be confusing two different conversations. It is true that the VP Administration & Finance has provided some generalized budget details. However, over the entire course of negotiations, you have made a large number of unsubstantiated claims about the likely cost of many of the FA's proposals. In our recent meetings in February, when I questioned you about the details of your costing, you claimed to have previously provided this information; however, once we located the document in which you said you had provided these details, you agreed that in fact it contained no cost breakdowns. At that time - on February 24th - you stated that you would "have the University Comptroller put that together and send it". So far, we have not seen any such communication from you.

If UPEI's Board of Governors is serious about their responsibility to act in the best interests of the University and its students, then they will give you a mandate to meet us at the table prepared to work seriously towards an agreement between our parties - that is negotiating.

I say to you once again: please send me dates for meetings at your earliest convenience.

Sincerely,



Dr. Margot Rejskind, UPEIFA Lead Negotiator

cc. Mr. Pat Sinnott, Chair, UPEI Board of Governors

Dr. Greg Keefe, Interim President, UPEI

Dr. Michael Arfken, President, UPEIFA