

February 25, 2019



**MEMO**

**TO: NSCAD COMMUNITY**

**RE: UPDATE ON NEGOTIATIONS**

Unfortunately, the Conciliation meeting between NSCAD and the Faculty Union broke off today, February 25, 2019, without reaching an agreement.

Since September 2018, we have worked very hard to try and reach an agreement with the Union. Although a significant number of proposals were made by the Union, we have tried to negotiate an agreement that is affordable in the short-term and sustainable in the long-term.

We remain committed to reaching an agreement. However, we simply cannot put the long term sustainability of the University at risk because of the threat of a work stoppage. As we have said on many occasions, NSCAD's success depends on four pillars:

- a. Academic excellence and program renewal;
- b. Financial prudence and sustainability;
- c. Enrollment growth; and
- d. Infrastructure renewal for campus facilities that are not "fit for purpose"

Given the significance of a labour disruption, we have attempted over the past several weeks to explain our position to the Faculty because we believe it is extremely important for you to understand both sides of the story. We will continue to do so. We respect the rights of the Union to take job action, however, we remain very concerned about the impact it may have on NSCAD's students, reputation, enrollment, sustainability, and ability to raise funds for infrastructure and program renewal.

We will keep you apprised of any developments as we move towards a labour disruption. As of yet, NSCAD has not received notice of the Union's intention to go on strike. Notice must be provided within 48 hours in advance of a strike.

We remain ready and willing to meet with the Union at any time if we believe there is the possibility of reaching an agreement that does not put the future of NSCAD in jeopardy.

We encourage you to visit NSCAD's labour relations website for FAQs and additional information throughout this process: <https://navigator.nscad.ca/labour/>. You may also submit any questions you have directly to [Labour@nscad.ca](mailto:Labour@nscad.ca).

Sincere regards,

A handwritten signature in black ink, appearing to read "Dianne", written in a cursive style.

Prof. Dianne Taylor-Gearing, FRSA  
President, NSCAD University