

To: NSCAD Community

From: President Dianne Taylor-Gearing

Date: February 6, 2019

Re: Update on Labour Relations

I am writing to provide you with an important update on labour negotiations between the Board of Governors of the Nova Scotia College of Art and Design (NSCAD) and the Faculty Union of the Nova Scotia College of Art and Design (FUNSCAD) Unit 1.

We have been working diligently, with the assistance of a provincially-appointed conciliator, to resolve outstanding issues with Unit 1, which represents faculty and instructors. Today was the third conciliation session, and despite making a number of significant concessions, we have been unable to reach an agreement.

Given that we are now at an impasse, the next step is for the conciliator to file a report with the Department of Labour and Advanced Education. Upon filing the report, we enter into a 14-day “cooling off” period, during which time strike action is not permitted. The conciliator will meet again with both parties before the end of the 14-day period. Our goal was to resolve all issues at the negotiating table however, the Union recently voted to approve a strike and the University is planning for that possibility.

We understand that there is concern about how this may impact the greater NSCAD community. Please know that we are here to answer any questions you may have and to offer support. While much is still unknown, we promise to provide updates as information becomes available.

We are disappointed that an agreement could not be reached at the bargaining table. Our team has been working hard, discussions have been respectful, and we have made progress on a number of key issues. However, there are many significant outstanding issues that are simply not affordable or sustainable over time.

NSCAD is at a critical point in its history. The University has a structural deficit, which means expenses are rising faster than revenues. Without significant and sustained increases in enrollment it is not possible to meet the demands of the Faculty Union.

The Board of Governors is committed to reaching an agreement with FUNSCAD that is both fair and achievable, given the University’s current fiscal situation. In an effort to be transparent, we will be explaining the University’s position on the outstanding issues.

We know that you will have questions about the process and what can be expected at the end of the 14-day period. We are committed to providing you with direct updates and timely responses. We

encourage you to visit our labour relations website for FAQs and additional information through this process: <https://navigator.nscad.ca/labour/>.

Sincerely,

Professor Dianne Taylor-Gearing, FRSA

President, NSCAD University