

March 14, 2022

Dear College Presidents:

College faculty have agreed to go to voluntary binding interest arbitration to save the school year, and are asking you to do the same.

On February 17, 2022 faculty across the province rejected your final offer, after spending months attempting to find a middle path between your proposals and ours to avoid escalation.

While we believe that the best deals are reached through continued negotiations, you have told us from the outset of bargaining that you are unwilling to negotiate unless we drop our proposals that you find unacceptable. That's your choice, and we take you at your word.

We **also** know that it is time to find a solution that does not jeopardize the school year through lockout or strike.

Faculty have done our best to limit the impact of our strike action on students and to avoid a picket line. Now, however, you have again ramped up your threats against individual faculty and appear to be moving toward a lockout instead of negotiating a deal.

That's why we've agreed to send all issues to binding interest arbitration, for a neutral third party to decide. We propose immediately ending this impasse by asking a mutually-agreed arbitrator to step in as William Kaplan did in 2017, and has been done in recent strikes in the post-secondary sector. **This would end the negotiations without a strike or lockout.**

All you have to do is AGREE.

Binding interest arbitration has been the usual way for labour disruptions to be settled in the **past** when we have not been able to negotiate an agreement. It is the common way for labour disputes in the post-secondary sector to get resolved – common enough that it's written into several collective agreements. Faculty are offering to do this **BEFORE** a lockout or strike.

Binding interest arbitration is not a win for faculty. It's not a win for College Presidents. **It's a win for students.**

Your claim that arbitration simply “splits the difference” is false. What you want is “final offer selection”, which means one side wins and the other loses. **It has been nearly universally rejected as an effective means of resolving labour disputes.** It's just another way for College Presidents to force their position on faculty.

Faculty want to support students: **we will not strike if you agree to binding interest arbitration.**

The deadline for this offer is Friday, March 18, 2022 at 12:01am, after which point faculty will have no choice but to withdraw our services fully and escalate to a full strike because you refuse to negotiate or arbitrate.

Labour relations is just that: a relationship between partners. It requires mutual respect and compromise. We are willing to preserve that relationship and do what's best for students by settling through arbitration. We hope that you will meet us there and provide the certainty students need.

The College Faculty (CAAT-A) Bargaining Team:

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