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| 25 July 2013 **Joint Message from Provosts and Faculty Association to UBC Faculty Members**Yesterday we received the award of Arbitrator Colin Taylor Q.C. which decides the July 1, 2012 - June 30, 2014 Collective Agreement between the University and the Faculty Association.   The bargaining and arbitration processes unfolded between February 2012 and June 2013.  Both parties entered the arbitration process with proposals for language changes as well as compensation increases. We have posted a link to the arbitration award at the following sites:[Faculty Relations](http://www.hr.ubc.ca/faculty-relations/collective-agreements/faculty-bargaining/); [Faculty Association](http://www.facultyassociation.ubc.ca/bargainingupdate.php) Key elements of the decision are as follows: \*  General Increases:  The award provides for a general increase of 2.45% for July 1, 2012 and 2.4% for July 1, 2013.  The Arbitrator's decision was based on the language of the Collective Agreement rather than the Provincial Government's bargaining mandate.  After weighing (i) the University's need to maintain academic quality, (ii) local and national CPI and wage increases, as well as (iii) salaries and benefits at other Canadian universities, he found that a 2.5% increase per year (inclusive of the Retention Funds described next) was appropriate.   \* Retention Funds:  The arbitrator awarded a retention fund of $200,000 for 2012, and a retention fund of $400,000 for 2013.     \* CPI/ Merit/ PSA (PTR):  The CPI and Merit/PSA awards will continue at 2.5%, as well as the 1% lump sum payment for each year (as provided for in the last Collective Agreement). \* Language Proposals: The Arbitrator did not decide on any of the language proposals, reasoning that the Faculty Association and the University are sophisticated parties in a mature relationship with a history of reaching agreements.  He thought we should try again to resolve these issues ourselves.  Of course, bargaining begins again early next year.As you know, PTR and the 1% lump sum have already been processed for 2012.  The University will begin processing the general increases for 2012 and 2013, as well as the PTR for 2013 as soon as possible.  The University will be able to provide updates starting in September as to the dates the three increases will be paid out. Finally, we wish to thank Mr. Taylor for his clear and thoughtful decision.  We look forward to working together to implement it, as well as the other matters resolved in the bargaining process.Signed by:                                                                                             David H. Farrar, Provost & Vice President Academic (UBCV) Gordon Binsted, Acting Provost & Vice Principal (UBCO)Nancy Langton, President, UBC Faculty Association |
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| http://www.facultyassociation.ubc.ca/img/logo-full.png | http://www.facultyassociation.ubc.ca/img/ubclogo.png |

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