



2 November 2022

Ms. Patricia McPhail  
Director of Labour and Industrial Relations  
Economic Growth, Tourism and Culture  
Prince Edward Island

**Re: UPEIFA/UPEI Conciliation**

Dear Ms. McPhail,

Late last year, UPEI Faculty Association members voted unanimously to provide their negotiations team with a strong mandate to address a significant number of issues that impact their working conditions and their students' learning conditions.

Unfortunately, after close to twenty (20) meetings with our employer's negotiations team as well as the expiration of our collective agreement, it became clear that the UPEI Board of Governors was not interested in working with us to address our members' significant concerns.

On August 5, we formally requested that Minister Bloyce Thompson appoint a conciliation officer to confer with the parties in order to assist us in reaching an agreement.

On August 8, Minister Thompson indicated that he would be appointing you to serve as the conciliation officer in this matter.

Although the *PEI Labour Act* stipulates that a conciliation officer has ten (10) days after the Parties have met to decide whether it is advisable to appoint a conciliation board, Minister Thompson sent a letter to the Parties on October 13 indicating that he was exercising his discretion under the *Act* to extend the legislated timeline for you to file your report. Furthermore, Minister Thompson indicated that he expected you to provide him with an update on our progress no later than November 2.

It has been close to three (3) months since we first asked Minister Thompson to appoint a conciliation officer to confer with the parties. As a result of that process, we have been able to reach agreement on several issues. With strong support from our members, we have made it clear to our employer which of the outstanding items are their top priorities. As you are aware, this has significantly reduced the number of issues that remain in dispute.

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***University of Prince Edward Island Faculty Association***

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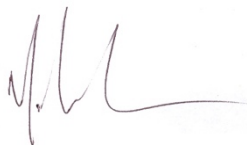
| [www.upeifa.ca](http://www.upeifa.ca)

Our employer has had an opportunity to review and seek clarity on all of our proposals. They have also been provided with many opportunities to provide responses to our proposals. Despite your efforts to bring agreement about between the Parties on these remaining issues, we do not believe that your continued assistance in this matter will assist the Parties in resolving these outstanding issues.

**To ensure that our members' have reasonable access to a meaningful process of collective bargaining and that their constitutional rights are infringed no more than is necessary, we respectfully request that you forthwith submit your formal report (s. 26) to the Minister and that you advise against the appointment of a conciliation board.**

We look forward to your timely response to this request.

Sincerely,



Dr. Michael Arfken  
President  
UPEI Faculty Association

cc:

The Honourable Dennis King, Premier, PEI  
The Honourable Bloyce Thompson, PEI  
Ms. Erin McGrath-Gaudet, Deputy Minister, PEI  
Mr. Pat Sinnott, Chair, Board of Governors, UPEI  
Dr. Greg Keefe, Interim President, UPEI  
Dr. Andrew Trivett, Chief Negotiator, UPEIFA  
Mr. Brian Johnston, Chief Negotiator, UPEI



## OFFICE OF THE PRESIDENT

November 3, 2022

Ms. Patricia McPhail  
Director, Labour and Industrial Relations  
Economic Growth, Tourism and Culture  
phmcphail@gov.pe.ca

Dear Ms. McPhail,

The University of Prince Edward Island (the University) was copied on the letter sent to you by the University of Prince Edward Island Faculty Association (UPEIFA) saying that they no longer wish to have your assistance or to continue conciliation.

We disagree as the University continues to be committed to achieving a negotiated collective agreement with our over 400 valued faculty members. We feel there has been considerable progress made during conciliation, and, thanks to your efforts, there have been many outstanding issues resolved.

Evidence of progress being made includes that, when conciliation began on October 4, the UPEIFA had presented a list of its 33 priorities. On our last day together in conciliation, November 1, the UPEIFA provided a new list with only 13 items remaining. The majority of items on that list were indicated as "pending discussion." When our conciliation meeting concluded on November 1, those discussions were still ongoing and not completed.

We believe that there is much more to be achieved through conciliation, including hearing promised responses from the UPEIFA on University proposals, as well as discussing revised University proposals that had been presented during our meetings.

The University is very concerned that the UPEIFA has requested that you submit your report immediately and end conciliation, before these discussions can take place.

The University is steadfast in its belief that the conciliation process is helping the parties to reach agreement on many issues and that further progress can be made. We appreciate the conciliation services you have provided and are

optimistic that we can achieve a collective agreement by continuing with conciliation.

Sincerely,



Dr. Greg Keefe, DVM, MSc, MBA  
President and Vice-Chancellor (Interim)

- c. Hon. Dennis King, Premier of Prince Edward Island  
Hon. Bloyce Thompson, Minister, Economic Growth, Tourism and Culture  
Ms. Erin McGrath-Gaudet, Deputy Minister, Economic Growth, Tourism and Culture  
Mr. Pat Sinnott, Chair, UPEI Board of Governors  
Mr. Brian Johnston, Chief Negotiator, UPEI  
Dr. Michael Arfken, President, UPEIFA  
Dr. Andrew Trivett, Chief Negotiator, UPEIFA