



March 4, 2022

David Lance	Phyllis Pearson	Chloe Martin-Cabanne
President	President	President
CUPE Local 116	CUPE Local 2278	CUPE Local 2950

Sent via email: davelance@cupe116.com; president@cupe2278.ca; president@cupe2950.ca

Dear David, Phyllis, and Chloe,

Thank you for your letter of March 3, 2022. I very much appreciate your comments with respect to our pandemic response. It was very important to the University that we act to preserve the connection our employees (your members) have to the University and do our best to assist them where possible with the many challenges COVID-19 brought. I also want to acknowledge the role each of your locals played in working with our Human Resources team to craft the right approach for the various groups of impacted employees.

With respect to upcoming rounds of collective bargaining, I appreciate your raising your concerns in a constructive and collaborative manner. I have spoken with Marcia Buchholz, who oversees all of UBC's collective bargaining teams, and I can assure you that she and I are very much alive to your concerns. As you can appreciate, there is a limit to what I, Marcia, or the Board Chair, can say to you about collective bargaining as we approach the expiry of your current agreements. Similarly, we are limited in what we share about our discussions with the provincial government. We are, like many employers, facing recruiting challenges for certain positions. We are keenly aware of this and the various contributing factors, which are not exclusive to wage competitiveness. During the mandate development process, we did participate in opportunities to provide feedback to the Public Sector Employers' Counsel Secretariat and the University Post-Secondary Employers' Association and expressed our view that a mandate that facilitates the flexibility to respond to our individual challenges was important. We know that our input was well-received and are hopeful that we will be able to respond meaningfully at the bargaining table to many of these challenges.

In recent rounds of bargaining, we have been able to negotiate renewed collective agreements with all of the CUPE locals that have demonstrated flexibility, creativity, and solutions to many issues raised by you on behalf of your members. In the last round, we were able to specifically address wage equity issues with Undergraduate Teaching Assistants, Research and Engineering Technicians, and Chan Centre



employees. I have every faith that our negotiating teams will approach this round with equal creativity and work collaboratively with you on the right solutions for your members within the parameters of the provincial government's mandate. You have worked with our Employee Relations team to develop collaborative and solutions-focused relationships that have facilitated many beneficial solutions to issues affecting your members in and out of bargaining. I have every expectation that these approaches will be central to the upcoming round of collective bargaining.

Thank you again for your letter and I particularly want to acknowledge your comments respecting the contributions made by your members to the University and convey my personal appreciation for the work performed by members of CUPE 116, CUPE 2278, and CUPE 2950 and the positive impact it has on the success of UBC.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Santa J. Ono'.

Santa J. Ono
President and Vice-Chancellor

Cc Honourable Anne Kang, Minister of Advanced Education and Skills Training
 Karen Ranalletta, President, CUPE BC
 Nancy McKenzie, Chair, Board of Governors, UBC
 Marcia Buchholz, Vice-President, Human Resources, UBC
 Mike Vizsolyi, Interim Executive Director, Employee & Labour Relations, Human Resources, UBC