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Marianne Berube, Chair, Board of Governors, Nipissing University  
Mike DeGagné, President, Nipissing University  
Harley d'Entremont, VPAR and Provost, Nipissing University

Dear Ms. Berube, Dr. DeGagné and Dr. d'Entremont,

On behalf of the Trent University Faculty Association (TUFA) I would like to express my deep concerns regarding the breakdown in the collective bargaining process between the Nipissing University administration and the Nipissing University Faculty Association (NUFA). In just a few short days, Nipissing University could be facing its first ever faculty strike. There is not much time to avoid this outcome; it is essential that the Nipissing University administration take steps immediately to reach a fair and just settlement with NUFA.

From all accounts, NUFA's proposals represent a prudent, responsible compromise in a time of difficulty. If accepted, this package will help Nipissing save money through retirement incentives, rebuild the faculty complement, and take small steps to close the salary gap with other comparable universities. It will revitalize the collegial governance structures so integral to the university's mission, and this community's expectations. It will eliminate gender inequities in parental leave, which is surely a goal we can all get behind.

Universities in small communities have a huge financial impact on their local economies. These universities are capable of providing stable jobs. The North Bay community can little afford to lose more good jobs. You must commit to protect tenured positions. Without them, it is impossible to sustain the quality of education for which Nipissing University has become known, and which the North Bay community rightly expects from this institution.

Please return to the bargaining table this weekend and agree to a fair and reasonable settlement with NUFA. The community is watching, and we expect no less from you.

Regards,

*Geoff Navara, Ph.D.*  
*President, Trent University Faculty Association*

