



September 26, 2016

Brescia University College  
1285 Western Road  
London, Ontario N6G 1H2

Dear Dr. Susan Mumm and Mr. Larry MacKinnon,

Today marks the first day of negotiations between the Administration and Board of Trustees of Brescia University College and the Brescia Faculty Association (BFA). There is not much time to avoid possible job action, and as the official voice of students at the school, the Brescia University College Students' Council is urging you to reach a fair and just settlement with the BFA in order to avoid a strike at all costs.

Brescia faculty believe deeply in the future of the University and the value of the educational experience provided to students. The time has come for BFA Members to have a collective agreement comparable to peer institutions in London.

Students support the BFA Membership being treated with fairness, equity and respect. The fact that Brescia faculty are 72 per cent women, yet second worst paid in the province is unacceptable to students. We are also aware that our faculty have the highest workload of all faculty across the province. If the value of our faculty can be set so low, what does this mean about the value of our education?

The Brescia administration must move to an equal pay for equal work model with Brescia faculty receiving comparable pay to Brescia's peer institutions, Huron and King's in particular. To avoid acknowledging the gender pay gap issue in bargaining at a time when universities, including the University of Waterloo, is taking steps to address this issue, is unconscionable.

Students deserve the best possible education – with involved and engaged faculty who have fair workload and equitable pay. The Brescia University College Students' Council supports the BFA in its quest to close the gender pay gap at Brescia and demands that you negotiate a fair collective agreement that avoids a strike.

Sincerely,

The Brescia University College Students' Council