

October 31, 2025

Dear AUFA Bargaining Committee,

I am writing to follow up on our most recent collective bargaining meeting on October 28, 2025, and your subsequent communications to members. When we commenced bargaining in June 2024, the University was hopeful that our shared commitment to collegiality would continue throughout negotiations and until a new collective agreement was reached. Unfortunately, the events at our most recent session suggest otherwise.

During that meeting, a member of your bargaining committee raised their voice and repeatedly directed profane and abusive language — including “Go fuck yourself” and “fuck you” — toward members of the University’s bargaining team. As you are no doubt aware, such language and behaviour are in direct violation of the University’s *Code of Conduct and Harassment, Violence, and Sexual Violence Policy*.

Even more concerning is the apparent endorsement of this behaviour by the broader bargaining committee. This conduct has caused harm and distress to members of our team, including Indigenous and marginalized women, and represents a serious breakdown in the respectful and professional dialogue that is essential to meaningful collective bargaining.

Further, your most recent blog post is riddled with inaccuracies regarding both the meeting and the conduct of your committee members.

This deterioration of collegiality, degrading behaviour and inaccurate communications are unacceptable. It has become clear that the parties will not be able to make further progress without the assistance of a neutral third party.

Accordingly, the University will be asking the Director of Mediation Services to appoint a mediator to assist the parties in reaching a negotiated collective agreement.

Sincerely,



Tim Vanderpyl

Director, Labour Relations and Co-Lead Negotiator, AU Bargaining Committee

Cc: Wally Gloecker, Co-Lead Negotiator, AU Bargaining Committee
Pauline Smeltz, CHRO