

Throughout the spring, both prior to and since our Annual General Meeting, the StFXAUT Executive and the Negotiating Team have been actively preparing for contract negotiations. We have been learning about the various priorities shared amongst all of our members, compiled from personal and departmental interviews and emails, from the insights already available to the StFXAUT Executive and its various committees over the past three years, as well as from input provided to us by CAUT and ANSUT. All suggestions have been gratefully received and carefully considered.

We now wish to take the opportunity to confirm we are on the right track, and to ensure all members have had a chance to voice your concerns and interests. The following survey itemizes the broad categories of priorities that have been identified. We have grouped similar suggestions and related topics under the headings below, which are listed in no particular order. Please indicate your general agreement or disagreement with each as a priority item by noting their importance to you, and comment if you wish about the specific article in our collective agreement that you would amend, add or delete. If there is a concern within any category that you have not already articulated, please do so now. If there is any other concern that you do not see addressed, please indicate it at the end. If there is something of vital interest to our members, do not assume that we already know about it.

Stay tuned for feedback. We will endeavor to keep you up to date through diverse and frequent communications, including the creation and use of Bargaining Bulletins. Most importantly, thank you for your support; it is central to our capacity to negotiate successfully on your behalf.

Sincerely,
The StFXAUT Executive
The StFXAUT Negotiating Team

StFXAUT Member Survey

1. Compensation: We have heard your interest in ensuring that our total compensation considers the increasing cost of living, the lack of parity with any of our comparator institutions, and the gains in recent contract settlements at other universities.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

2. Benefits: We have heard your interest in extending benefits to various ineligible members. We have also learned of your interest in securing a better package of benefits.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

3. Retirement: We have heard your concern about the inadequacy of current retirement provisions.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

4. Rank and Tenure: We have heard your interest in better balancing employer transparency and accountability with confidentiality in the promotion and tenure process.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

5. Grievances: We have heard your interest in improving the grievance process through enhanced union representation.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

6. Academic Freedom and Intellectual Property: We have heard your interest in strengthening and extending the protection of our academic freedom and intellectual property.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

7. Contract Academic Staff: We have learned that several improvements are necessary with respect to how contract academic staff (full or part time) are appointed, the conditions of these appointments, and their progression.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

8. Professional Development: We have heard your concern about the lack of resources available for us to improve our capacities for teaching and research, and the ineligibility of some members to access these resources.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

9. Chairs & Coordinators: We have heard your concern about the lack of course release for Chairs and Coordinators of smaller departments and programs.

Not At All Important	Somewhat Important	Important	Very Important	Extremely Important
Comments:				

10. N.B. that the above categories do not capture all of the priorities that have been brought to our attention. There are indeed specific issues surrounding workload, sabbaticals, progression, etc. that are important to some members or groups within our bargaining unit. In the space below, please make note of any specific priority that is not captured in any of the above categories that is of particular interest to you.

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11. Rank you top five priorities.

1. (Highest)	
2.	
3.	
4.	
5. (Lowest)	

12. Finally, please indicate the bargaining unit group to which you belong.

Full-time Faculty	
Part-time Faculty	
Librarians	
Laboratory Instructors	
Clinical Associates	
Coady Staff	
Extension	

If you would like to be contacted, leave your name below.

Name: _____

Email: _____

Phone: _____