



StFXAUT

STFX ASSOCIATION OF UNIVERSITY TEACHERS

The Team!



Preparations

- **March: CN CAUT training**
- **AUT Survey (Top 3: CG, scheduling & \$)**
- **April: Coffee chats with members (17 hrs)**
- **May: Team CAUT training**
- **May & June: Proposal writing**
- **Consulted throughout the process:**
CAUT Assigned Contact & AUT lawyer

Negotiation Timeline

- **June 13- Exchanged Proposals**
- **July 9- Aug 1 (3 days a week for 4 weeks)**
- **Sep 6: 4.5 hrs**
- **Sep 10: 6 hrs**
- **Sep 11: 2 hrs (am)**
- **Sep 11: AUT Exec Ratification**

Acknowledgements

Negotiating Support Committee:

Rachel Hurst

Steven Finbow

Christie Lomore

Ken MacAulay

Mary O!

AUT EXEC

Mary O (President)

Rachel Hurst (VP)

Brad Long (Past-pres.)

Clare Fawcett (Secretary)

Robert van den Hoogen (Treasurer)

Martin Sastri (MAL)

Chris Frazer (MAL)

Bill Walters (MAL)

Finbow and Christie Lomore (Co-CGO)

Contract & Benefits Committee:

Mary O

Tara Taylor

Bruce Sparks

Wendy Panagopoulos

Martin Sastri

Bob Zecker

Hatem Ghouma

Erika Koch (Survey)

Jason Potts

Michael Linkletter

Patricia Budicky

Peter McCormick

Réjeanne Leblanc

Coady Negotiating Advisory Committee

**Naima Chowdhury, Yogesh Ghore,
Julien Landry & Pauline MacIntosh**

LOU re P/T security (4th CA)

Bruce Sparks & Martin Sastri

Research & IP queries during negotiations:

**Russell Wyeth, Shah Razul & Gerry
Marangoni**

Scheduling- **Cory Rushton**

SON

All of SON!

SON NE Workload 4th CA LOU:

Denise Delorey

Daphne Connolly

Wendy Panagopoulos

Lara MacDonald

Coffee chats → AVP → SON & AVP → SON
meeting AUT → Negotiations

SUSAN!!!!



What is a ratification meeting?

- **Opportunity to hear highlights of the tentative agreement (5th CA)**
- **Voting will open at 6pm.**
- **The 5th CA will come in to play only after official member ratification and BOG ratification.**

TERMS

LOU: Letter of Understanding

MOU: Memorandum of Understanding

SEC 1: Overriding

**Removal of non-gender binary pronouns—
replaced with gender neutral pronouns.**

**Commitment to collegiality in ‘Recognition’
(Article 1.2).**

MOU- Gender Pay Equity Audit

**Letter of Commitment re: Climate Change &
AUT appointment on University
Sustainability Committee.**

SEC 1: Overriding

Improvement & clarification in *Pregnancy, Adoptive & Parental Leaves* (Article 1.9).

Addition of Compassionate Care Giver language & Domestic Violence language.

P/T: Taught 4 X 3 cr or 450hrs eligible for Health Care Spending Account (\$1200).

LTA (9 mos) enrolled in Health, Dental, Emergency Travel & Life Insurance.

SEC 1: Overriding

- **Mandatory EDI Training for FT members (4hrs/year), mandated by NS HR Commission.**
- **Increase to Professional Expense Fund (\$750/year).**

SEC 8: Dietetic Educators

- **Moved from LOU to their own section**
- **Clarity in language**
- **Improved language for point system for new hires**

SEC 7: Learning Skills Instructors

- **Improved language for recruitment and appointment procedures.**
- **Creation of a P/T roster.**
- **Improved language re: conditions of employment (i.e. working outside of regular business hours).**
- **Fixed credentials error.**

SEC 6: Coady Institute

- **The Extension Section has been eliminated.**
- **Extension has been merged with Coady Institute, known as the “Institute”**
- **MOU to protect Extension Member’s rights and employment.**

SEC 6: Coady Institute

- **Modified Responsibilities:**
 - a) Teaching,**
 - b) Research (Knowledge Building),**
 - c) Partnerships and Capacity Building for Community-led Development,**
 - d) Service.**

SEC 6: Coady Institute

- **Appointment of 2 members on Search Committees.**
- **New language on cross appointments between the Institute and Academic Depts.**

SEC 6: Coady Institute

Clarification re: Rank Structure. Service over 20 yrs. equivalent to required academic credentials.

2 Coady members on Promotion Committee

Clarification and improvement re: performance evaluation.

Clarification re: workload planning and workload.

SEC 5:Nurse Educators

- **Clarification and language improvements.**
- **Introduction of a Clinical Placement Educator.**
- **Improvement in responsibilities language.**
- **Costs covered for license renewal with NSCN and cost of other requirements.**

SEC 5:Nurse Educators

- **Overhaul of workload planning. Appendix detailing clinical applications and time requirements.**
- **Limits on the number of students per group.**
- **Maximum number of clinical groups/semester.**
- **Mileage for travel clarified.**

SEC 4: Lab Instructors

- **Language clarification**
- **Coverage for 1 pair of prescription safety glasses every 36 mos (if in lab with safety requirement).**
- **Flexible start dates: Aug 15th or closer to first day of class.**

SEC 4: Lab Instructors

- **Overhaul of performance evaluation.**
- **3 consecutive positive reviews—reviewed every 5th year (vs. every 2nd year).**
- **Evaluation based on assigned duties outlined in CA.**
- **Max 15 hrs of lab instructing/week**

SEC 4: Lab Instructors

- **New financial compensation**
- **Adjustment to steps (removal of bottoms steps, and addition of steps at SR rank). *Example.***

SEC 3: Librarians

- **Mirrors Faculty (SEC 2)**

SEC 2: Faculty

- **New SON structure (increased collegial governance)**

CHAIR/COORDINATOR/DIRECTOR

- **Review all course outlines (LOU)**
- **Attend C/C/D meetings once/3 year term or as needed if accredited.**

Increase in Chair/Coordinator/Director Stipends

- **\$1500 (\$1000)**
- **\$225 (\$150) / FT-Faculty**
- **\$115 (\$75) / FTE-Staff**

“Automated” Scheduling

- **MOU:3 year process in which both AUT and admin participate in a process of review and evaluation – address in next *Collective Agreement* negotiation**
- **3 Appointed AUT members**
- **C/C/D will continue to schedule (including timeblocks)**
- **Emphasize not adverse to technology, rather this MOU emphasizes collegial process.**

SEC 2: Faculty

- **Interdisciplinary Tenure**
- **MOU re: Student Course Evaluations (bias). *Senate Committee***
- **Reduced teaching load for first 2 years of TT: 12 cr/year.**

SEC 2: Faculty

- **Search Committees: equity, 2 candidates to campus.**
- **Research overhead, and IP language changes (streamlined).**

SEC 2: Faculty

- **Improved Sabbatical language**
- **Clarification re: early promotion to Full.**
- **Dossier – electronic***
- **Inclusion of Indigenous Scholarship.**
- **Normally, C/C/D not on RTC**

SEC 2: Faculty

- **Course cancellation process.**
- **Increase honours deg. students supervision credit: 1/9. Opportunity to co-supervise & get credit.**
- **Increased URPTA annual budget.**
- **Increased Travel budget fund.**

SEC 2: P/T Faculty

- **Language clean-up.**
- **Assignment indicated 90 days in advance.**
- **Health spending account increase.**
- **7.7% increase in year 1, maintained for 3 yrs.**
- **Increase stipend:**
\$7000 (3cr) \$14000 (6cr), \$8400 (long standing service).

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Economic Adjustment:

2019-2020: 1.6%

2020-2021: 1.6%

2021-2022: 1.75%

Cumulative: 4.95%

Examples

Economic Adjustment			1.60%	1.60%	1.75%	4.95%
Faculty		2019	2020	2021	2022	2019-2022
Associate	Step 6	101,399	103,021	104,670	106,501	
	Step 7	104,117	105,783	107,475	109,356	
	Step 8	106,836	108,545	110,282	112,212	
	Step 9	109,555	111,308	113,089	115,068	
Nurse Educator		2019	2020	2021	2022	
	Step 4	84,220	85,568	86,937	88,458	
	Step 5	86,111	87,489	88,889	90,444	
	Step 6	88,022	89,430	90,861	92,451	
	Step 7	89,894	91,332	92,794	94,418	
Note: Includes Economic Adjustment and Progression Through the Ranks						

Lab Instructor Example

Lab Instructor		2019	2020	2021	2022
	Step 6 old	54,988	57,312	58,229	59,248
	Step 7 (old)	56,409	57,312	58,229	59,248
	Step 7 (new)	57,831	58,756	59,696	60,741
	Step 8	59,252	60,200	61,163	62,234
	Step 9	60,674	61,645	62,631	63,727

Removal of Two Steps from bottom of both Lab Instructor and Sr. Instructor

Move up one step in addition to step for progression through rank

Add three steps to top of Sr. Lab Instructor

Includes Economic Adjustment and Progression through Rank

Questions

- Please email: cweaving@stfx.ca
- If you require additional information on any aspect of the presentation.

Moving Forward

- **Threats to Collegial Governance.**
- **Active roles of Faculty members on committees (e.g. Senate).**