



## President's Message

Dear StFXAUT Members,

This issue of the *Beacon* features an interview with StFX Alumna Dr. Lisa Gillis ('94), a hospitalist at St. Martha's, and reflections on the recent CAUT Librarians' and Archivists' Conference and the 2022 Fair Employment Week. Also included are overviews of StFXAUT donations and strike support, and another challenging True-or-False quiz on the *Collective Agreement*.

I would like to take this opportunity to provide an update on formal negotiations. As I had mentioned previously, we will start negotiations when we have clarity on the University's finances. We are making progress and have obtained a preliminary estimate from the Vice-President Finance of the impact on the financial statements, but we continue to seek further clarity. We are awaiting additional details and are planning for more discussions with administration in the new year. We hope to be able to provide a complete report in February or March 2023. As such we do not see formal negotiations starting until the Spring of 2023. In the meantime, we plan on sharing information on University spending patterns via Bulletins and will continue to consult on issues of importance to Members.

It is the narrative surrounding the financial position of the University that is being challenged. As illustrated by the recent StFXAUT Bulletin, [\*Culture of Entitlement @ StFX\*](#), "It is not AUT Members and their compensation that have created the financial stresses reported by the StFX administration." Rather, it is the number of senior administrators and their overall salaries, benefits, and perks, along with the huge debt load created for ancillary services through renovations and construction. For the latter, over \$6 million is siphoned annually from operations to fund this long-term debt.

Your representatives on the Executive Committee and other AUT committees continue to work diligently on your behalf; however, without your engagement and feedback, the work of the AUT would not be accomplished. We will continue to reach out for input on the upcoming negotiations and welcome any thoughts and suggestions for improvements in the *Collective Agreement*.

As we approach the holiday season, it is my wish that you take some time to rest, recuperate, stay healthy, and enjoy your time with family and friends.

Stay safe and Happy Holidays!

Martin van Bommel

## Alumna Shout-out: Dr. Lisa Gillis

By Philip Girvan, StFXAUT Communications Officer

*The Beacon* regularly features interviews with StFX University Alumni on the topic of their relationships with StFXAUT Members who challenged, inspired, or helped in some way. This issue's interview is with **Dr. Lisa Gillis** (Class of '94)



**The Beacon:** Thanks for doing this, Lisa. Please tell our readers a bit about yourself.

**Lisa Gillis:** I grew up predominantly in Labrador, but spent the last couple of years in Moncton, NB. I come from a family of Xaverians: my grandfather, my uncles, my parents, myself, my sister...

My husband would say that I've been indoctrinated into the StFX family since a very young age, and I have no problem with that. I graduated from StFX in 1994 and was accepted into medical school shortly thereafter. I trained as a family doctor. A subsequent training also was in palliative care, so I wear two hats. I recently moved back to Antigonish as a hospitalist, so I take care of in-patients from a family doctor perspective.

That's "work me". Family me: I'm married. Unfortunately, no children, but lots of dogs so they're my StFX family.

I majored in Biology. I was always kind of in preparation to get to medical school. It's funny: once I got to med school with a couple of my StFX friends, we complained that StFX didn't have a med school because we would have stayed.

I graduated from Memorial University of Newfoundland's Faculty of Medicine in 1998. A few of my fellow X-grads from the Biology and Chemistry Departments were also on that side of the pond. I participated in athletic programs and had the opportunity to hang out with people from a number of various fields.

**The Beacon:** What drew you to move back to Antigonish?

**Lisa Gillis:** Home: that's what it feels like. Honestly it just feels like home. Fortunately, I've moved around the country a lot and with all my moves I've learned a lot about Canada.

When I first wanted to come back to Nova Scotia there wasn't anything truly available for me at the time. So, subsequently, just in the past year or so there was a job opportunity that came up in Antigonish

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and I grabbed it. It's nice to be home. There's a sense of, the corniness aside, there's a sense of family and, yeah, literally I came home which is nice.

**The Beacon:** During your time at X was there any particular Professor, Librarian, or Lab Instructor that helped you, inspired you, was a mentor to you?

**Lisa Gillis:** Over the years, I met some amazing, brilliant people and all of them helped me develop who I am as a physician.

The late Austina Newsome, who sadly passed away in 2019, was a Biology Lab Instructor. Dr. Doug Hunter is currently Professor Emeritus in the StFX Physics Department. And the late Dr. David Bunbury from the Chemistry Department. Those three people opened up my eyes to the differences that we all have, and also that we all love to share and to teach.

I have a philosophy that everyone is an iceberg: you get to see 1/9 of us and there's 8/9 underneath. Honestly, I think that philosophy came from them. They showed me that there was so much more to people, and it helped me to become a better doctor.

**The Beacon:** What, in particular, have you taken from those experiences and been able to apply to your professional career?

**Lisa Gillis:** The whole *Whatever Things Are True* -- our motto. I was actually thinking of that this morning. I have never been one to nuance a situation such that people don't know what I'm talking about. You want to know what's wrong with you. You want to know the reason for your illness. My patients have constantly said that they appreciate my honesty and my truthfulness and it comes from *Whatever Things Are True*. There's no point otherwise. You can walk around and you can put a different face on things, but unfortunately people still need to deal with the truth and I think that's really helped me, helped my patient population.

It's funny. I think one of the things I've noticed most by living all over Canada, and, again, it's the corniness, is how much of a family StFX really is.

You see the X-ring and it's an automatic conversation. A closeness pops up all of a sudden. It's really neat.

I was getting breakfast at a coffee shop in Toronto, there were some homeless people standing outside, and one took it upon himself to be the door opener. He was ignored by everyone until a person in a StFX ring came by. He sat and talked to him. And I was, like, you know what? That's awesome.

That, to me, epitomes StFX. Just a pleasant, caring person. There's been some really neat things over the years that have all stemmed from being a StFX grad and feeling like a true Xaverian.

### Canadian Association of University Teachers (CAUT) Affinity Program

**Did you know...** As a **Member of the StFXAUT**, you are entitled to [CAUT's Affinity Programs](#)?

- ✓ **Hotels:** Alt Hotels and Le Germain (corporate code: 2119946)
- ✓ **Airport Parking:** Park 'N Fly (discount code 998636)
  - ✓ **Car rentals:** [Avis](#) (discount code: C138500) and [Budget](#) (discount code: A428600)
- ✓ **Insurance:** Home, auto, and professional property (with [Johnson Insurance](#); quote **Group ID U5**)
- ✓ **Travel Insurance** (with [Johnson Insurance](#))

## CAUT Statement on National Day of Remembrance and Action on Violence against Women



(Ottawa - December 6, 2022) Today, CAUT commemorates the memories of the 14 women at l'École Polytechnique de Montréal brutally killed simply because they were women. On this December 6, we remember Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.

Their deaths prompted Parliament to designate this date as The National Day to Remembrance and Action on Violence Against Women.

In their honour, we recommit to [ending gender-based violence](#) in our communities.

### CAUT Librarians' and Archivists' Conference: Collective Resistance: Academic Librarians and Archivists Taking Action

By Grace Bourret, Diversity Outreach and Engagement Librarian

#### Introduction

The Canadian Association of University Teachers (CAUT) 2022 Librarians' and Archivists' Conference took place in Ottawa and online on October 21-22, 2022. The theme of this year's conference was Collective Resistance to tackle the fact that the status and working conditions of Librarians and Archivists are currently being challenged and transformed by technology, efforts of de-professionalization and the global pandemic. Throughout the conference, I had the privilege of listening to plenary discussions and participating in workshops to learn ways to strengthen the profession and build solidarity amongst professionals across the country.

#### Need for Solidarity: De-professionalization

Despite the role of Librarians and Archivists being relied on more heavily in academic institutions, there remains to be a misunderstanding of what Librarians do and how they contribute to an institution's academic mission. This was evident within the recent organizing efforts of Librarians from Laval University. As Librarians Joë Bouchard, Gaston Quirion and Daniela Zavala-Mora explained, most Francophone universities do not provide Librarians with sabbatical or provide any institutional support for research as there is a general lack of understanding of what a Librarian is and what their role is within the university. This has subsequently caused there to be an absence of

Francophone Librarians' experiences in Information Science scholarship. The Librarians at Laval University have been raising awareness by publishing articles on their case study, providing strong analyses and seeing how Librarians at other universities are being treated. Through conferences and plenary discussions like the one at CAUT, the Laval Librarians hope to bring awareness of their situation outside of Quebec and hope to continue allying with Professors and gaining support from Librarians at other institutions in efforts to professionalize the field.

### Need for Solidarity: Racism

The significance of Librarians in our current political climate was also highlighted at the CAUT conference. The keynote speaker, Alison Macrina explained that white supremacist publishing organizations such as Antelope Hill Publishing have been found on library platforms such as Hoopla. These results came up when using simple searches for Judaism and the Holocaust which is extremely harmful to library users and is an act of blatant misinformation and racism. As a response, Macrina's organization, the Library Freedom Project offers to provide free defensive and offensive training for library workers to fight against racism and white supremacy. Macrina stressed the need for Librarians to be aware that vendors are putting white supremacist content in their catalogues and for Librarians to fight back against these vendors and continue to raise awareness.

### Need for Solidarity: Open Access

It was also demonstrated that open scholarship is ideal as it supports both scholars and universities. As McGill Librarian Jessica Lange noted, commercial publishers charge significant amounts of money and often leave scholars who submit to these publishers with little to no ownership. In contrast, open access repositories can act as a site of resistance as there is no cost to them and it is a scholar-owned infrastructure.

## True-or-False Quiz:

### How Well Do You Know Your Collective Agreement?

1. The *Collective Agreement* refers to at least six different qualifications of "year". **True or False?**
2. The *Collective Agreement* provides the only source of information on the Professional Expense Fund (see **Article 1.22** (p. 45)). **True or False?**
3. The *Collective Agreement* refers to the existence of a "**Personnel File**" for all Members. **True or False?**
4. The contract year for Members with 12-month (full year) or longer appointments in all groups normally commences July 1<sup>st</sup>. **True or False?**
5. All Members eligible for a promotion must submit a dossier or equivalent to be considered for the promotion. **True or False?**
6. For Full-Time Faculty, if a course is to be cancelled due to low enrolment, the Dean shall suggest ways and assist with increasing enrollment. **True or False?**
7. For Part-Time Academic Instructors, no compensation is provided if a course is cancelled more than five days prior to the first scheduled day of classes. **True or False?**
8. The only Leave of Absence that maintains benefits coverage is Academic Leave of Absence. **True or False?**
9. The defined work week for all full-time Members is 40 hours. **True or False?**
10. There is no mention in the *Collective Agreement* of "overtime" hours. **True or False?**

(Answers found on page 11)



Additionally, Melanie Brunet from the University of Ottawa highlighted the importance of Open Education Resources (OER) to contribute to student success as it is not dictated by commercial markets and does not force students to buy expensive textbooks, thereby making it more accessible. These speakers demonstrated that Open Access Resources are a useful way to fight back against commercial vendors and reclaim power back to the institutions, scholars and users themselves.

## Fighting Back

One of the most useful aspects of the conference was the workshops that took place on Day 2. In the workshops, participants were divided into breakout groups to organize campaign plans based on a fictional scenario related to common issues that are experienced in academic libraries. This helped conference attendees understand how to create a communication plan, file grievances and how to organize effectively within an academic institution. It was stressed in these workshops, to read and understand your *Collective Agreement* and to develop working relationships with different Faculty Members and Professors across your institutions to gain solidarity and support for issues that you may be facing.

The common theme throughout the CAUT Librarians and Archivist conference was that in order to gain collective resistance, solidarity is necessary. Solidarity is all encompassing and includes solidarity with marginalized members of your community, solidarity with students, solidarity with Faculty Members and with other Librarians. These bonds are critical to facilitate change in the workplace and, as evident throughout the conference, this change is needed now more than ever.

## We Stand in Solidarity with Our Community

In 2022, the StFXAUT made the following donations:

- **\$500** to StFX University: [16 Days of Activism](#) against Gender-based Violence: The Right to Choose Safely
- **\$500** to [Equity Watch](#), Halifax
- **\$600** to the [Canadian Centre for Policy Alternatives](#), Nova Scotia Office
- **\$1,000** to [APPBUSA](#) (strike support)
- **\$1,000** to [CUPE 3912](#) (strike support)
- **\$1,500** to the [Orange Shirt Society](#)
- **\$3,000** to the [StFX World University Service of Canada](#) (WUSC) Society.

As noted on the WUSC at X Facebook [page](#):

*The Student Refugee Program is a sponsorship program through which support is given to a student registered by the United Nations as a refugee to pursue post-secondary studies in Canada. For twelve consecutive years, StFX has admitted one student each year to the sponsorship program. The students that have been welcomed to StFX represent displacement due to civil war, persecution, and genocide in regions such as Sudan, Rwanda, the DRC, and Ethiopia.*

The Beacon profiled the work of the StFX WUSC in the [Summer 2019](#) and [Winter 2018](#) issues.

Visit the World University Service Canada [website](#).

## Antigonish Emergency Fuel Fund Society

By Philip Girvan, StFXAUT Communications Officer

With winter fast approaching, the Antigonish Emergency Fuel Fund (AEFF) is ramping up activities as it enters its 15<sup>th</sup> winter season.

Despite recent drops in the cost of furnace oil (~40% of AEFF clients use oil), heating costs remain significantly higher than they were at the beginning of last winter and the Fuel Fund anticipates increased need this winter season.

To help address this need, the StFXAUT increased its donation amount to \$2,000. As in past years, StFXAUT funds are earmarked for the pre-purchase of firewood.

Please read our previous articles to learn more about the AEFF:

- [Winter 2021 Update](#)
- [Fall 2020 Update](#)
- [Winter 2018 Article](#)



If you can, please consider giving to the AEFF. Please note the linked [AEFF Canada Gives page](#).

Dr. Martin van Bommel (right), StFXAUT President, presents a cheque to Mr. Mike MacDonald, AEFF Chair (left); photo: Susan MacKay

## Reminders

- ✓ The Canadian Association of University Teachers (CAUT) offers [Health and Dental Benefits for Retirees](#).
- ✓ StFXAUT social media activity is ongoing: follow [@StFXAUT](#) on Twitter and [Facebook](#).
- ✓ Please note that [StFXAUT Sponsorship Applications](#) can be submitted any time between April 1<sup>st</sup> and October 1<sup>st</sup>.  
The StFXAUT invites sponsorship requests from organizations committed to education, labour, social justice, and community development.
- ✓ Please remember to send your notices/updates to the StFXAUT listserv to keep all Members informed.

### CAUT Bulletin November 2022: Volume 69 No. 8

- ✍ [President's message / Disproportionate risk management stifles research](#)
- ✍ [By the numbers / Contract academic staff \(CAS\): Scholarly activities and access to resources](#)
- ✍ [Executive director's corner / Doug Ford: Labour organizer extraordinaire](#)
- ✍ [News / CUPE education workers mobilizing for fairer wages and better conditions for staff and students](#)
- ✍ [News / Special Report on Laurentian: A damning account of mismanagement](#)
- ✍ [CAUT staff appointments / November 2022](#)
- ✍ [Interview / Richard Bradbury](#)
- ✍ [Are contract academic staff having a moment?](#)
- ✍ [Commentary / 'Ford blinked': How unions came together to beat back an Ontario law that extinguished workers' rights and freedoms](#)




**#MakeItFair because**

The number of Part-Time Members in the StFXAUT grew by more than 80% from 2012 to 2021.

OPPORTUNITY. SECURITY. RESPECT.  
MAKEITFAIR.CAUT.CA


**2022  
Fair  
Employment  
Week:  
October  
17 to 21**

**Opportunity.  
Security.  
Respect.**



I can't make long term plans in my work or my life because I never know if I'll have a job next semester.

**MAKE IT FAIR**



The percentage of Full-Time Faculty holding Limited-Term Appointments at StFX has increased from 14% in 2012 to 24% in 2021.

OPPORTUNITY. SECURITY. RESPECT.  
MAKEITFAIR.CAUT.CA

Fair Employment Week is the Canadian Association of University Teacher's (CAUT) annual campaign to raise awareness about precarious employment on campus and to support member Association's organizing efforts to improve the working conditions of Contract Academic Staff (CAS). To learn more about 2022 Fair Employment Week, please visit [Make It Fair](https://www.makeitfair.ca).

An increasing number of teachers at Canada's colleges and universities are trapped in precarious contract and part-time work. Contract and part-time work has quietly gone from a short-term stepping stone to a career-long condition. Many earn less than a living wage.

Thousands of Professors are denied the opportunity each year to participate in (and be paid for) all aspects of academic work - research, teaching, and service. This has serious implications, not only for Contract Academic Staff, but for students, their regular academic staff colleagues, and the integrity of post-secondary institutions.

**We can change this**, by improving the working conditions and job security of Contract Academic Staff.

### 2022-2023 StFXAUT Executive Committee

- [Martin van Bommel](#)  
President  
Department of Mathematics and Statistics
- [Denise Delorey](#)  
Vice President  
School of Nursing
- [Kathleen MacKenzie](#)  
Secretary; Archivist, Angus L. Macdonald Library
- [Carl Adams](#)  
Treasurer  
Department of Physics
- [Doug Al-Maini](#)  
Co-Chief Grievance Officer  
Department of Philosophy
- [Mary Oxner](#)  
Past President  
Department of Accounting and Finance
- [Andrew Foran](#)  
Co-Chief Grievance Officer  
School of Education
- [Christine Chisholm](#)  
Member-at-Large  
School of Nursing
- [Lara MacDonald](#)  
Member-at-Large  
School of Nursing
- [Christie Lomore](#)  
Member-at-Large  
Department of Psychology
- [Donna Trembinski](#)  
Member-at-Large  
Department of History



## 2022 StFXAUT Book Prize Award

The StFXAUT Book Prize is awarded to graduating students who demonstrate a commitment to social justice advocacy and community development on campus or in the community.

Recipients are presented with a cash award of \$200 and two books.

This Award is officially acknowledged on students' StFX University transcripts.

## CONGRATULATIONS

The StFXAUT would like to congratulate the 2022 Book Prize Award recipients

**Kevanya Simmons** (Bachelor of Arts, Aquatic Resources) and

**Courtney McKay** (Bachelor of Business Administration, Honours).



Left photo: **Kevanya** (right) was awarded *Becoming* by Michelle Obama (recommendation by nominator Dr. Riley Olstead (left)) and *What is Critical Environmental Justice?* by Dr. David Naguib Pellow (StFXAUT Book Prize Committee's recommendation). Right photo: **Courtney** (middle) was awarded *Life in the City of Dirty Water* by Clayton Thomas-Müller (recommendation by co-nominators Mr. Mark MacIsaac (left) and Dr. Brad Long (right)) and *Five Little Indians* by Michelle Good (StFXAUT Book Prize Committee's recommendation).

Photos: Susan MacKay

*Kevanya and Courtney, we wish you the very best in your future endeavours!*

## OUR CONGRATULATIONS!

**Dr. Maureen Coady '76**, Faculty Member in the Department of Adult Education, on being honoured with the **STFX OUTREACH AWARD**

and

**Mr. Yogesh Ghore**, Senior Program Teaching Staff Member at the Coady Institute, on being honoured with the **OUTSTANDING STAFF TEACHING AWARD** during Fall Convocation 2022 held on December 4<sup>th</sup>!

## How to Enjoy the Holiday Season?

The Communications Committee (Angelica Laybolt, Marc Husband, Martin van Bommel, Megan MacGillivray, Pauline MacIntosh, Philip Girvan, Susan MacKay, and Sutapa Chattopadhyay) has some fun-filled, inspiring ideas...

**Angelica:** Start your mornings off with a nice cup of coffee with frothed eggnog while staying in your PJ's. Listen to the radio or Holiday music (it helps get you into the spirit ☺). Make time to do the things that you enjoy and make time to do something fun with your family (skating, hiking and hopefully playing in the snow soon!)

**Megan:** Going snowshoeing at the Keppoch trails  
(bonus if it is with headlamps at night).

**Phil:** Resting, watching movies, catching up with family and friends.

**Marc: Time to do nothing: Here's how**

Take a day and do nothing. Here's what it can look like. Wake up when you wake up. Morning coffee or tea, whatever you prefer. Eat breakfast (but skip the dishes). Next, choose one of the following: play some of your favourite music, listen to a podcast, or read for pleasure (nothing work-related). Just before noon, it's time for a 20-minute meditation - do some deep breathing and clear your mind from any work-related stresses. Lunchtime! On today's menu is all your favourite snacks (e.g., gherkins, sourdough bread, cheese, dried apricots, etc.). In the afternoon, go for a walk in nature, but nothing too strenuous. Try walking along a beach or near the ocean so you can enjoy the sound of crashing waves and/or catch the whales entertaining you with a dance! In the afternoon, treat yourself to doing nothing at a spa. Choose your favourite treatment: massage, salt scrub, pedicure/manicure, reflexology, waxing, etc. YOU DO YOU! Afterward, enjoy sipping on a hot beverage like an eggnog or peppermint latte, or apple cider. 4:00 means it's cocktail hour; meet a friend for a drink or go home and enjoy a drink with family/friends. If you're out, stay out and have dinner at a fun restaurant. If you've decided to go home, then order from your favourite take-out menu. Remember, you're doing nothing, so that includes cooking and cleaning! Now that you're satiated, enjoy the rest of your evening zoning out by the fireplace and/or watching your favourite Netflix series.

**Martin:** Don't forget to make a batch of oliebollen ("oil balls" or Dutch doughnuts) for New Year's Eve and enjoy hot out of the fryer with extra layer of icing sugar. Fresh stroopwafels made with maple syrup really caps off a day of outdoor activity.

**Susan:** Enjoy a soothing cup of Warm Pineapple-Ginger Punch after playing in the snow:

- 4 cups pineapple juice      ● 1 tablespoon honey
- 1 cup sliced fresh ginger   ● 8 whole cloves
- (no need to peel)      ● ¼ teaspoon pepper

Bring all to a boil, simmer for 10 minutes, then strain and serve warm.

(Source: Reader's Digest)

## Answers to True-or-False Quiz

1. **TRUE** – See the definitions of **“Academic Year”** (p. 9), which refers to the **“University Year,”** and the definitions of **“Fiscal Year”** (p. 11) and **“Vacation Year”** (p. 12), both of which refer to the **“Calendar Year.”** Also, **Article 1.15: 2.0** (p. 35) refers to the Pension **“Plan Year,”** not to mention the reference to the **“Contract Year for Librarians”** (see **Article 3.1.3: 3.8** (p. 152)), nor the many references in the *Collective Agreement* to an unqualified **“Year”!**
2. **FALSE** – Under the guise of **Article 1.2: 2.1(b)** (p. 46), [StFX Financial Services](#) provides links not only to the Expense Form, but also to the Computer Equipment Form, which must be completed and approved before the purchase of any electronic or computer equipment using PE Funds. A [StFXAUT Bulletin](#) on the PE Fund from 2020 is a bit dated.
3. **FALSE** – The only references to such a file are for Faculty (see **Article 2.1.4** (p. 70)), Part-Time Academic Instructors (see **Article 2.10: 4.1** (p. 132) which just refers to **2.1.4**), and Librarians (see **Article 3.1.4** (p. 153)), which refer to the file being kept in the Office of the Academic Vice-President & Provost.
4. **FALSE** – “The contract year for Librarians shall normally begin on September 1 and end on the following August 31.” (see **Article 3.1.3: 3.8** (p. 152)) Not sure why this line exists since none of the current Members were hired starting on a September 1<sup>st</sup>.



The StFXAUT Executive Committee and Staff would like to extend  
our warmest greetings to you and your family for  
a restful, joyful, and peaceful holiday season.



Andrew Foran, Carl Adams, Christie Lomore,  
Christine Chisholm, Denise Delorey, Donna Trembinski,  
Doug Al-Maini, Kathy MacKenzie, Lara MacDonald,  
Martin van Bommel, Mary Oxner, Philip Girvan, and Susan MacKay

5. **FALSE** – Promotion to Senior Lab Instructor requires an application to the Dean and is only based on years of service and performance evaluations (see **Article 4.7** (p. 192)).
6. **TRUE** – See **Article 2.1.9: 1.2.1** (p. 76).
7. **TRUE** – Part-Time Academic Instructors shall be financially compensated \$500 only if a course is cancelled 5 days prior or any time thereafter (see **Article 2.10: 11.4** (p. 133)).
8. **FALSE** – No Leave of Absence, including Academic, carries benefits. Members have the option to purchase pension benefits, but the University's contribution ceases, as do extended medical coverage, long-term disability insurance, and other insurance benefits (see **Article 2.4.3: 7.1** (p. 112) for Full-Time Faculty, **Article 3.4.3: 7.1** (p. 174) for Full-Time Librarians, and **Article 1.13 in Appendix I** (p. 249) for others).
9. **FALSE** – Although Laboratory Instructors have a 40-hour work week defined in the *Collective Agreement* (see **Article 4.4: 8.1** (p. 188)), Nurse Educators (see **Article 5.7** (p. 204)), Coady Program Teaching Associates and Program Teaching Staff (see **Article 6.8: 1.0** (p. 224)), and Learning Skills Coordinators (see **Article 7.5: 2.0** (p. 232)) have a defined standard work week of 37.5 hours, and Librarians have an expected norm of 70 working hours in any two-week period (see **Article 3.1.3: 3.9** (p. 152)). The workload for Faculty is covered by the definition of "Full-Time" (see Definition (p. 11)). The normal hours per week for Dietetic Educators is not actually defined.
10. **FALSE** – Laboratory Instructors have an "Overtime Policy" (see **Article 4.4: 9.0** (p. 189)). Overtime must be authorized, although the article does not specify by whom; however, to be guaranteed compensation, it should be authorized in writing by the Dean.

### Key Dates from the *5th StFXAUT Collective Agreement*

#### **January 1<sup>st</sup>:**

- Faculty Members and Librarians electing the Phased-In Retirement Option must apply in writing to the AVP no later than **January 1** of the year in which they wish to commence a phased-in retirement. Phased-in retirement options shall commence on July 1. (**Article 2.5.2 Phased-in Retirement Option:1.1** and **Article 3.5.2 Phased-In Retirement Option:1.1**)

#### **January 31<sup>st</sup>:**

- Faculty Members electing to pursue the Retirement Allowance program must notify the AVP of their intent on or before **January 31** of the year they reach the eligibility criteria, with a retirement date on July 1. (**Article 2.5.1 Retirement Allowance:3.0**)
- The deadline for the receipt of nominations by the Outstanding Teaching Awards Committee shall be **January 31**. (**Article 2.7.1 University Research/ Publication/Teaching Awards:4.5**)
- The President shall normally communicate their decision regarding grant of permanent appointment to the applicant by **January 31**. (**Article 3.2.3.2 Evaluation of Librarians Seeking Permanent Appointment:8.0**)

#### **February 28<sup>th</sup>:**

- The President shall normally communicate their decision regarding advancement in rank to the applicant by **February 28**. (**Article 2.2.3.3 Evaluation of Faculty Seeking Advancement in Rank:8.1**)
- The President shall normally communicate their decision regarding advancement in rank to the applicant by **February 28**. (**Article 3.2.3.3 Evaluation of Librarians Seeking Advancement in Rank:7.1**)