



BARGAINING BULLETIN

The *Fifth Collective Agreement* between StFXAUT and the Board of Governors of StFX expired on June 30, 2022. A notice of the intent to engage in collective bargaining with a focus to negotiate the next collective agreement was served to the employer on April 25th, 2022. The commencement of negotiations was delayed due to an issue discovered in the University Financial statements that provided an unclear picture of the overall financial situation. We are aware of members' concerns surrounding this delay and wish to assure members we are confident it will lead to a more favorable outcome. The purpose of this Bulletin is to inform members of the latest developments.

Background:

During discussions with administration in early 2022, concerns arose over the accuracy of some of the information in the University's audited financial statements. In June 2022, the StFXAUT submitted a FOIPOP request for additional financial information in an attempt to clarify the picture presented in the financial statements. Follow-up meetings and discussions with the new Vice-President Finance and Administration with respect to our concerns led to the University's auditors preparing a revised set of financial statements. We anticipate these will show a significant reduction in the accumulated deficit from operations. Although these revisions have been promised since December, we expect they will be released in the very near future.

With the lack of clarity in the overall financial picture, we were not willing to present a complete set of proposal which includes the financial components. We also refused to engage in partial negotiations only involving language. It was therefore agreed that active negotiations would not commence until May 2023, at which time both sides would present their respective positions.

Preparations:

As you may recall, we conducted a member survey and are using feedback from it as well as consultations with member groups to help guide our priorities and determine areas requiring significant changes. We have been drafting new language, revisions to existing language, and incorporating components of LOUs and MOUs that have arisen since the signing of the last agreement.

Preparation of the financial components as well as benefit enhancements are being conducted in consultation with membership, examination of our comparators, and consideration of the current state of the economy and the University's financial situation. The rate of inflation and the rising costs of items whose limited coverage has been fixed for some time help guide our efforts, along with the details of recent settlements at Memorial (12.5% over 4 years), Dalhousie (10% over 3 years), Saint Mary's (10% over 3 years), and Cape Breton (10.5% over 3 years).