



BARGAINING BULLETIN

The *Fifth Collective Agreement* between StFXAUT and the Board of Governors of StFX expired on June 30, 2022. Collective Bargaining to negotiate the next collective agreement is scheduled to commence the first week of July 2023, with frequent sessions planned throughout July and August. In the meantime, the terms and conditions of the expired agreement remain in effect.

The Negotiating Team:

The Executive Committee of the StFXAUT is pleased to announce the appointment of the members of our negotiating team for this round.

Dr. David Young, Professor and outgoing Chair, Curriculum and Leadership Department, Faculty of Education, has agreed to take on the role of Chief Negotiator. David will be the chief spokesperson for the bargaining team.

Kathleen MacKenzie, Librarian III and Archivist, Angus L. Macdonald Library, has accepted the role of second chair. Kathy's expertise as an Archivist will serve us well, as a key component of her role will be to manage documents, versions, and notes, and ensure the consistency of language across the entire Collective Agreement.

Dr. Geniece Hallett-Tapley, Associate Professor, Department of Chemistry, has been appointed as third chair. Geniece will champion the StFXAUT's position on the language changes for the overriding and faculty sections, as well as those spanning multiple sections. Geniece will step out when others are brought on board to champion components of which they are more familiar, including the proposed changes to other sections.

The Supporting Cast:

Members of the Executive Committee, the Contract and Benefits Committee, as well as members of other committees selected by the Executive, will participate behind the scenes. Various members will be on call during active negotiations, providing instant feedback in terms of interpretations and explanations, fact checking, drafting language and counterproposals, and so on. Others will be called upon as needed. Members of the Communications Committee and the Strike Preparedness Committee will provide a more indirect level of support.

The Plan:

Negotiations will commence with the agreement on the Negotiations Protocol, schedule, and other practical items. This will be followed by discussions of the editorial changes required to correct errors and typos, improve readability, and incorporate the language from applicable LOUs and MOUs signed since the last round. The presentation and discussion of new proposals will follow. Details of these discussions must remain confidential to protect the bargaining process.

The team is prepared to propose significant changes to articles throughout the entire Collective Agreement, with a particular emphasis on overriding benefits, member rights, employment precarity, recruitment, terms of appointment, evaluation criteria, methodologies and guidelines, and all forms of compensation. The results of the member survey, consultations with member groups, and analyses of comparator institutions are guiding the collective priorities and proposals of the StFXAUT.