



BARGAINING BULLETIN

This edition of the *Bargaining Bulletin* is to provide another update to Members on the status of the ongoing negotiations for this round. As described in the September edition, Collective Bargaining to negotiate the next collective agreement commenced on July 7th, 2023, with sessions held throughout July, August, and September. The most recent session was a full day of bargaining on October 27th.

Progress Update:

The two sides have opened more than 130 articles, reaching consensus on over 90 of them, of which 70 now bear signatures and 20 are very close to agreement or awaiting agreement on related articles. This leaves about 40 open articles, of which 20 include some financial component. The financial goals of the StFXAUT team include adjusting the various budgets and limits to reflect recent cost-of-living increases, adding appropriate compensation for work imposed on Members beyond that included in defined workloads, and maintaining parity with our comparators.

Recent Agreements:

Recent settlements at Maritime universities include Saint Mary's (10% for 3 years from 2022–2025), Dalhousie (10% for 3 years from 2022– 2025), Cape Breton (10.5% for 3 years from 2022–2025 when lump-sum payments are included), and Memorial (12.5% for 4 years from 2022–2026).

The 30-year career earnings of Faculty members at comparators based on their salary scales shows the StFXAUT salary scale historically falls ahead of that of Acadia and Cape Breton University, and just behind Mount Allison and Saint Mary's. To stay in line with the CBUFA scale, including the lump sum payments included as part of their settlement, requires increases to the StFXAUT scale of more than 3.33% per year. Maintaining spending power versus recent cost-of-living increases requires much larger increases.

Next Steps:

While continuing to work to reach consensus on language in the open articles, the two sides will turn their focus on financial discussions in November. The StFXAUT team will continue to work to strengthen the arguments for a reasonable settlement based on comparators and recent cost-of-living increases.

Ongoing Communications:

Barring any major hurdles in the financial discussions, the next issue of the *Bargaining Bulletin* will be distributed mid-December. In the meantime, the StFXAUT Negotiating Team and the supporting cast continue their diligent work to achieve an agreement which members can support.

