
BARGAINING BULLETIN



On January 22, 2026, StFXAUT President David Young notified StFX President Andy Hakin of our intent to bargain given the approaching expiration of the 6th *Collective Agreement* (June 30, 2026). The StFXAUT Executive and the Contract and Benefits Committees have been preparing the Association to negotiate. To keep Members informed on the Negotiation process, this will be the first in a series of Bulletins summarizing and clarifying the key stages of contract discussions.

Two fundamental actions are required for the Association to move forward:

First, we must appoint a Bargaining Team. The Executive is pleased to confirm the appointment of Dr. Geniece Halley-Tapley (Chemistry) as Chief Negotiator. Currently, the StFXAUT Executive has compiled a short-list of candidates to approach and complete the three-member team, with attention to representation across key member groups and faculties.

Second, a survey prepared by the Contract and Benefits Committee will be distributed to all Members in the coming weeks.

The purpose of the survey is to identify member concerns and high priority issues. Financial compensation has been a significant priority in previous rounds. Other pressing issues have included, but are not limited to, concerns pertaining to workload, equity, rank & tenure, performance evaluation, and hiring. Please note that the Survey is **the** primary means of communicating your concerns. It is important that you complete the survey and ensure that the Bargaining Team is aware of your concerns and priorities.

Once struck, the Bargaining Team will meet and consult with various AUT Committees (Executive; Contract and Benefits; Grievance; Equity, Diversity, Inclusion and Accessibility) to discuss issues of concern and any desired changes or advances in language. As things progress, the Negotiation Team will hold open

meetings to consult with key constituent groups (University Faculties, Part-Time Academic Instructors, Lab Instructors, Nurse Educators, Coady Program Teaching Staff, Librarians, Learning Skills Instructors, and Dietetic Educators) regarding each group's distinctive concerns.

The Bargaining Team will also consult with the Canadian Association of University Teachers (CAUT). Generally, the Team and Executive Members will participate in a CAUT Bargaining Workshop to understand the key aspects of the process. The Team reviews CAUT Bargaining Advisories and memos to evaluate national issues in the post-secondary sector. Further, the Team will review recent financial settlements from comparator institutions (*e.g.*, Acadia, MSVU, UPEI, MtA) and may consult with union executives at these institutions for additional insight.

In parallel with this work, members of the Bargaining Team will be preparing a package of language changes, both new and existing, to be presented to Administration on Day 1 of bargaining. The Team is supported throughout this process by the Executive, Contract and Benefits and other Committees, meeting regularly to review language proposals and coordinate decisions. The Executive aims to be at the negotiating table in July. Negotiations typically don't start until the expiration of the contract and, in the past, have taken longer than anticipated even when everything has gone smoothly.

How can AUT Members support this process? AUT proposals are crafted by data obtained from surveys and consultation meetings. Participation of Members from all key stakeholders of the *Collective Agreement* is crucial not only in the construction of proposals for negotiation, but also in the final, agreed-upon, language.

The next *StFXAUT Bargaining Bulletin* will describe the framework of the bargaining process in greater detail. The StFXAUT is committed to transparency and will communicate throughout negotiation of the 7th *Collective Agreement* to ensure Members remain informed of all developments.