



Bulletin

Right to Union Representation

StFXAUT
STFX ASSOCIATION OF UNIVERSITY TEACHERS

The Bulletin is provided to Members to address issues of interest that may have an impact on Members' academic lives.

The right to union representation is a right and privilege of union membership. A Member should *insist* on the presence of a union representative in any formal meeting (one-on-one or as a part of a group of Members such as a department) with a University Administrator. Per Article 1.4:1.1 of the *Collective Agreement*, Members "shall have the right of StFXAUT representation at any meeting with a representative of the Employer."

Academic Administrator is defined in the *Collective Agreement* (in Article 1.1 Definitions) as "a person who holds an academic administrative position (i.e.: Dean or Associate Dean of a Faculty; Director (with the exception of the Director of the School of Nursing); University Librarian; Assistant Vice-President, Academic Affairs; Associate Vice-President, Research, Graduate, and Professional Studies; Academic Vice-President & Provost; President), or a person authorized to act in that capacity who has academic rank."

The purpose of union representation in a meeting is to help guide and assist the employee and safeguard not only their interests, but the interests of the entire bargaining unit.

A knowledgeable union representative can:

- be an emotionally uninvolved observer and note-taker, and where appropriate, an advocate

- ensure a Member is treated fairly, equitably, and respectfully, and is not unjustly reprimanded or punished; and identify inequities, faults or weaknesses in the position of the Administrator.

While Members can and have chosen not to have StFXAUT representation, Members are encouraged to contact a Co-Chief Grievance Officer or the StFXAUT President to raise issues of concern and arrange for assistance at a meeting with any Academic Administrator. Please be assured your chosen union representative, usually a member of the Executive or Grievance Committee, has your best interests in mind, and keeps all details of the meeting confidential.

For the 2025-2026 academic year, the Co-Chief Grievance Officers, along with their areas of responsibilities, are:

- Peter Mallory (pmallory@stfx.ca)
Faculties of Business, Education, Librarians, Rank and Tenure, Collective Agreement
- Rachel Hurst (rahurst@stfx.ca)
Faculties of Arts, Science, Coady, Learning Skills Instructors, Discipline

Grievance Officers are here to help, not just to initiate grievance action, but in any way possible. They prove invaluable in providing support, guidance, and clarification on matters involving the *StFXAUT Collective Agreement*, which can be accessed on our website <https://www.stfxaut.ca>.

The 2025-2026 Acting President of the StFXAUT is Christie Lomore (clomore@stfx.ca).