BARGAINING BULLETIN

Following several weeks of focused negotiations throughout July and August, the AUT Negotiating Team reports productive conversations on a range of workplace issues. Some sections of the pending *7th Collective Agreement* have been agreed upon while major concerns remain on the table.

Unilaterally imposed centralized course scheduling is a key concern to all Members. The Negotiating Team focused its efforts to ensure any implementation will address equitable access to time bands, consider pedagogic rationale, be appropriately phased-in following trial modeling, and that the traditional role of CCDs to modify scheduling to meet Members' needs will continue. Placing this this matter within the *Collective Agreement* ensures that both the AUT and administration will adhere to the mutually agreed-upon terms.

Post-tenure review for all Members, premised on a 3-year cycle with the potential dismissal for "unsatisfactory" categorization, remains on the table. The AUT is resolute that this administrative proposal must be withdrawn as this undermines academic freedom and workplace stability.

Negotiations have made substantial progress on recognizing the limitations and inherent biases of student course surveys. These have been renamed as "student experience surveys" to clarify that students are not in the position to evaluate faculty expertise or pedagogic decisions. The final language of this section remains under discussion in terms of formative and summative use.

Teaching-intensive appointments have been raised by the administration. The AUT will only consider alterations to the terms of employment if they take into consideration fair treatment of LTAs and Part-Time Academic Instructors in conversion of positions to permanent appointments.

There continues to be a significant gap on the total compensation package. The AUT survey indicated that salary/benefits is a crucial matter for all Members. The current administrative offer holds many of the compensation lines flatlined from the expired contract with no increases to health care spending account, URPA, Professional Expenses, phased-in retirement allowance, pension improvements, pregnancy and compassionate leaves, among other benefits. The refusal to alter these amounts results in a de facto reduction in the benefits. The administration also seeks to remove travel accident insurance covering injuries experienced while conducting university business.

The salary offer would leave us well behind our comparator institutions and would continue to decrease our purchasing power relative to the inflationary cost of living. Negotiations with the administration will continue but the AUT has emphasized that substantial improvements in all aspects of the overall compensation offer will be necessary to reach a tentative agreement.

As we go forward in negotiations, the AUT will continue to seek a comprehensive agreement that includes advances in language and compensation for all groups within the Union. We commit to a special hybrid meeting with the AUT Executive and Negotiating Team in September and continued communications on the status of the contractual talks.

If you have any questions, please email stfxaut@stfx.ca.