



**StFXAUT**  
STFX ASSOCIATION OF UNIVERSITY TEACHERS

**Martin van Bommel**  
President

Presentation to New Faculty  
August 26, 2020



## About

- St. Francis Xavier Association of University Teachers (StFXAUT) was founded in 1957 and, in 2005, was certified as the bargaining agent for academic instructors under the Labour Relations Board of Nova Scotia
- We serve in a leadership capacity for promoting conditions that strengthen academic excellence at StFX with a concern for the welfare of the University and its academic staff
- Sole representative for negotiating terms of employment for more than 400 members
  - Faculty
  - Part-time Instructors
  - Librarians
  - Nurse Educators
  - Lab Instructors
  - Coady Teaching Staff
  - Learning Skills Instructors
  - Dietetic Educators



## Governance

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| <p><b>Executive:</b></p> <ul style="list-style-type: none"> <li>• Martin van Bommel, President</li> <li>• Denise Delorey, Vice President</li> <li>• Mary Oxner, Past President</li> <li>• Robert van den Hoogen, Treasurer</li> <li>• Bruce Sparks, Secretary</li> <li>• Bill Walters</li> <li>• Donna Trembinski</li> <li>• Will Sweet</li> <li>• Chris Frazer</li> <li>• Andrew Foran (ex-officio)</li> <li>• Susan MacKay (ex-officio)</li> </ul> | <p><b>Committees:</b></p> <ul style="list-style-type: none"> <li>• Social Affairs</li> <li>• Communications</li> <li>• Negotiations</li> <li>• Contract &amp; Benefits</li> <li>• Grievance</li> <li>• Benefits Governance</li> <li>• Pension Plan</li> <li>• Intellectual Property</li> <li>• Status of Women &amp; Equity</li> <li>• Joint Occupational Health &amp; Safety Committee</li> <li>• Defence Fund Trustee (CAUT)</li> </ul> |
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## Roles & Responsibilities

- Advocate for members (collectively and individually)
- Negotiate the Collective Agreement with Administration
- Represent members' interests and concerns
- Engage with and communicate to members
- Support and direct the Discipline/Grievance process
- Stewardship over the use of member dues
- Encourage contributions to conversations involving post-secondary educational issues
- Represent members on Campus-wide committees (e.g., Joint, Equity, Benefits)
- Represent members at Provincial (ANSUT), Regional (ACCFA), and National (CAUT) levels

## Collective Agreement



- 5<sup>th</sup> Collective Agreement expires June 30, 2022
- Section 1: Overriding (e.g., Academic Freedom, Benefits, Leaves, etc.)
  - Discipline/Grievance Process (1.21)
  - Professional Development Fund (1.22)
- Section 2: Faculty (Includes LTA's and Part-time)
  - Faculty Responsibilities (2.0.1)
  - Teaching Assignment (2.1.9)
  - Tenure & Advancement in Rank (2.1.5, 2.1.6)
  - Evaluation of Faculty Members (2.2)
  - Sabbatical and Other Leaves (2.4)
  - Faculty Travel Budget (2.12)
  - Salary Scales (2.6 and Appendix A & B)
  - Deadlines for submissions (e.g., Annual Report, Request for UCR grant)
- Access at [www.stfxaut.ca](http://www.stfxaut.ca) or the University's HR website.

## Member Engagement



- **Communication:**
  - Website [www.stfxaut.ca](http://www.stfxaut.ca)
  - Email distribution list
  - Twitter and Facebook
  - Annual Report
  - The *Beacon* (newsletter)
    - 3 publications per year
  - Monthly Bulletins
    - one pagers
  - *Bargaining Bulletins*
    - only during negotiations
  - Unioniversity
- **Organized Events:**
  - Annual General Meeting
    - with workshops
  - Regular Meetings
    - October and March
  - Welcome social
    - Normally at beginning of each academic year
  - End of term socials
    - Usually Fall and Winter

The key to our success is member participation, input, ideas, and energy!

## Resources and Contact



- **Website:** [www.stfxaut.ca](http://www.stfxaut.ca)
  - You have or will receive a unique password to access the members' only sections of the website.
- **Contacts:**
  - Susan MacKay, Executive Assistant
    - P: 902-867-3368
    - E: [smackay@stfx.ca](mailto:smackay@stfx.ca)
  - Martin van Bommel, President
    - P: 902-872-3857
    - E: [mvanbomm@stfx.ca](mailto:mvanbomm@stfx.ca)
  - Mary Oxner and Andrew Foran, Co-Chief Grievance Officers
    - P: 902-867-5373 and 902-870-4142
    - E: [mmoxner@stfx.ca](mailto:mmoxner@stfx.ca) and [aforan@stfx.ca](mailto:aforan@stfx.ca)



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