

## Conciliation unsuccessful in Acadia faculty contract negotiations

Wolfville-- Two days of online conciliation last week failed to produce a 16th Collective Agreement for Acadia's faculty. Acadia University Faculty Association (AUFA) President Andrew Biro expressed his disappointment at the limited progress that was made during these meetings, noting that "the Board's negotiating team still doesn't appear willing to put in the work to commit to a fair and equitable agreement. A sustainable future for Acadia prioritizes a strong and stable academic workforce and improves working conditions for faculty."

The conciliator will file his report of an unsuccessful conciliation to the Minister of Labour on Friday, January 14. After his report is filed, there will be a 14-day "cooling off" period in which the teams can continue to negotiate. If an agreement is not reached by the end of this period, the employer will be in the position to impose a contract or lock out faculty, and AUFA will be in the position to strike.

AUFA members have been without a contract since July 2021. While AUFA's negotiating team was ready to begin negotiations in May 2021, the Board's team delayed the start of the bargaining until July and has been consistently unprepared to address faculty proposals. "The Board team's continuing lack of dedication to the negotiating process has been frustrating. In November, 90% of our members participated in a strike authorization vote, with 94% of those voters authorizing a strike mandate to support their bargaining team. This should have been a clear wake-up call to the Board. It's frustrating that they are still not willing to engage in substantive bargaining on important issues," Biro said.

Throughout the process, AUFA has remained committed to negotiating a Collective Agreement that:

- Strengthens the academic mission of the university
- Secures good, stable working conditions for faculty
- Values, prioritizes, and trusts the faculty workforce
- Promotes sustainable equity and diversity initiatives
- Enables and empowers faculty self-governance

The Acadia University Faculty Association is the certified bargaining agent for 350 full-time and part-time professors, librarians, archivists, and instructors at Acadia University. Follow us on Twitter (@AcadiaFaculty) for further information and updates.

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