

Negotiations & Strike Info Sheet, February 2022

Why is AUFA on strike, especially after the university just decided to return to in-person classes?

- Faculty were not involved in the decision to return to in-person classes - that decision was made by the administration. Many faculty were not in support of this decision. And the administration made this decision knowing that negotiations were not going well and that faculty could be on strike within days of returning to the classroom.
- AUFA has been without a new contract since July 2021, and since May 2021 has made repeated unsuccessful attempts to actively negotiate a new contract with Acadia's Board of Governors in order to avoid a strike (<https://www.acadiafaculty.ca/negotiations-timeline/>).
- After the Board's team remained unwilling to meaningfully negotiate with AUFA, even with the assistance of a conciliator, AUFA was left with no choice but to take job action.

What challenges are faculty and students facing at Acadia?

- Acadia's Board expresses a commitment to the "Acadia experience" – including small class size and personalized instruction – but falls short of delivering on this promise:
 - Many large classes
 - Long course waitlists
 - Shortage of faculty mentors to supervise students
 - Full-time faculty stretched too thin and struggling to balance teaching with other work-related responsibilities
 - Over-reliance on part-time faculty, who have insufficient job security and pay
 - Lack of diversity within faculty
 - Inadequate working conditions and benefits, impacting recruitment and retention of high-quality faculty

Didn't Acadia faculty just go on strike a few years ago?

- No. Faculty last went on strike in 2007.

What are AUFA's priorities?

- Our proposals all work toward sustaining Acadia's quality academic reputation by securing good working conditions for our faculty workforce, promoting sustainable equity and diversity initiatives, and retaining faculty control over what and how they teach.
- Many teaching jobs at Acadia are part-time and don't offer job security, stable employment, or good benefits. AUFA is committed to getting a better deal for these members.

How is AUFA proposing to address these challenges?

- AUFA is calling on the Board to make the following investments:
 - Modest increase in full-time, tenure-stream faculty to meet student enrolment pressures and program needs
 - Improve wages and working conditions for part-time faculty
 - Increase faculty diversity through dedicated positions and improvements in the hiring process
 - Improve pay and benefits to attract and retain talented faculty

Are AUFA's proposals financially sustainable?

- Yes. AUFA is committed to negotiating an agreement that is fiscally sound, economically sustainable, and invests strategically to strengthen Acadia University and make it a better place for students to learn and grow.

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What does AUFA hope to accomplish by striking?

- We want the Board to return to the negotiating table prepared to *fully* participate in the bargaining process
- We are committed to achieving a collective agreement that *invests* in Acadia's future while safeguarding the essential role of faculty in shaping and sustaining Acadia's academic excellence.

How can I help support AUFA to negotiate a fair and equitable agreement and end the strike?

- [Send a "Stop the Strike" message](#) to Acadia University's administration
- Contact the Administration directly:
 - Peter Ricketts, Acadia University President: peter.ricketts@acadiu.ca; 902-585-1218
 - Dale Keefe, Provost and Vice President Academic: provost@acadiu.ca; 902-585-1357
 - Henry Demone, Chair, Acadia Board of Governors: henry@demonecapital.com

Where can I go for more information and stay up-to-date on negotiations?

- Visit AUFA's website: www.acadiafaculty.ca
- Follow AUFA on Twitter ([@AcadiaFaculty](https://twitter.com/AcadiaFaculty)) and Instagram (<https://www.instagram.com/aufaonstrike>)

Have questions? We'd love to hear from you.

Reach out to AUFA at questions@acadiafaculty.ca

