

**Joint Committee for the Administration of the 16<sup>th</sup> Collective Agreement**  
**Memorandum of Agreement**  
**April 24, 2024**

**Clarification of Bargaining Unit as It Pertains to School of Nursing**

Without prejudice or precedent, the Parties agree to following modifications of Article 1.00 which shall remain in effect for the duration of the 16<sup>th</sup> Collective Agreement.

Article 1.08.1 Tenure Stream Position Complement: the sum of filled full- and half-time tenure and tenure-track Professor positions held by Employees, excluding Canada Research Chairs and CLTs **and those tenure-stream faculty members who transition into the Bargaining Unit from the Cape Breton University School of Nursing Program's satellite campus at Acadia University.** Half-time positions shall be counted as half a position. In accordance with Articles 1.15, 36 and 40, Board of Governors representatives and academic administrators are not included in Tenure Stream Position Complement.

Article 1.15 Employee when printed with an uppercase letter shall mean a person included in the Bargaining Unit defined by the Nova Scotia Labour Relations Board Order Numbers 2285, 2420, 3338, 3675, 4914, 5093, and 0887, and Archivists, and those persons referred to as half-time Employees in Article 10 or Article 50, and those persons referred to as Lecteurs/Lectrices in Article 1.15.2 and those persons referred to as PAD lecturers in Article 1.15.3, **and those persons teaching a credit course on Acadia University property or teaching a credit course to Acadia students.** A full-time Employee is an Employee appointed to a tenure, tenure-track, CLT, probationary, or continuing appointment on a full-time basis. Employees with a fractional full-time appointment are fulltime Employees for the fractional period.

The Parties further agree that:

1. The definition of Employee in Article 1.15 shall not apply to Cape Breton University employees appointed to the Cape Breton University satellite School of Nursing at Acadia University. This exemption shall expire on the date of the approval of the Acadia School of Nursing by the Nova Scotia College of Nursing. The appointment of a Director of the School of Nursing shall be done in accordance with the procedures in Article 37.00 of the 16<sup>th</sup> Collective Agreement. For the purposes of appointment of a Director of the School of Nursing, eligible members shall be those faculty members who are tenure or tenure-track professors, Instructors with a continuing appointment, or CLTs with a continuing appointment who sit on the Senate Ad Hoc Steering Committee on Nursing.

2. **The definition of Employee in Article 1.15 shall not apply to credit courses offered through the Maple League, Acadia's partnership with the Université Sainte-Anne, letters of permission, or similar academic partnerships agreed to by the Parties.**
3. The Memorandum of Agreement of 28 November 2023 is hereby revoked.

Dated at Wolfville, NS, the   6th   day of   June  , 2024.

Anthony Pash  
Anthony Pash  
AUFA

K Ashley  
Kate Ashley  
Board of Governors

Paula Rockwell  
Paula Rockwell  
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Erin Beaudin  
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