

The working conditions of all full-time and part-time faculty at Acadia are currently governed by the 17th Collective Agreement between the university's Board of Governors and the Acadia University Faculty Association (AUFA). Many job candidates have questions about the role of a union and the CA, particularly around salary, benefits, research and start-up funds, and the renewal/tenure/promotion process. The following are some of the important articles of our CA, covering these and other issues (not everything may relate to your position, but it is all here in case you have lateral questions).

The 17th CA can be accessed at:

<https://www.acadiafaculty.ca/wp-content/uploads/2025/10/CA17-Final-Version.pdf>.

Important Memorandum of Agreements (MOAs) that modify or delay implementation the agreement can be accessed here: <https://www.acadiafaculty.ca/wp-content/uploads/2025/10/MoAs-with-the-17th-CA.pdf>

Responding to your letter of offer/requesting accommodations:

- Initial placement on the salary grid is determined by the formula specified in Article 10.63
- There is room to discuss the following items with the Vice-President Academic:
  - o Credit toward sabbatical
  - o Start-up funds (for professors, librarians, and archivists) if the minimum level of \$5000 (Article 25.40) is insufficient
  - o Extension of a CLT contract (e.g., from 9.5 to 12 months) when your contract has been renewed or to bridge a CLT and permanent position
  - o Rank of appointment, if your experience qualifies you for a higher rank than advertised
  - o Make sure that your letter of appointment correctly states all the items required by Articles 10.70, 43.58, or 50.70, and any other agreed-upon conditions of employment.

Specific Articles of Interest:

Article 3.00 No Discrimination and Employment Equity

- Acadia is committed to the principles of non-discrimination and employment equity
- A reminder that if you identify as a member of one of the designated equity deserving groups and wish to be considered as such, you can do so through the online Employment Equity Voluntary Self-Identification Form.

Article 10.00 Professorial Appointments

- 10.09 Credit towards tenure for a CLT transitioning to a tenure-stream appointment
- 10.63 Initial grid step placement for all faculty positions
- 10.53(d)(iv) and 10.70 Understanding the letter of appointment (professors) and the ability of candidates to ask for accommodations.

Article 12.00 Renewal, Tenure, and Promotion (Professors)

- Appendix I is the list of activities related to teaching, scholarly activity, and service that can be included in yearly career development reports and applications for renewal, tenure, and promotion

Article 17.00 Working Conditions

- 17.31 Teaching expectation (professors)
- 17.33 Requirements for office hours
- 17.37 Teaching expectations CRC Chair
- 17.40 Workload (librarians)
- 17.50 Teaching expectation (instructors)

Article 23.00 Pension

- As of July 1, 2015, Acadia transitioned to the Public Service Superannuation Plan (PSSP).

Article 24.00 Leaves

- 24.10 Sabbatical leave policy for professors, librarians, archivists, and curator
- 24.40 Family/Maternal/Parental leave
- 24.81 Vacation

Article 25.00 Professional and Personal Development Allowances

- 25.30 Moving expenses (between 1- and 1.5-months' salary, depending on distance); in exceptional cases, see 25.31
- 25.40 Start-up funds for professors, librarians, and archivists (minimum \$5000)
- 25.54 Professional development funds \$2,500/year increasing \$250 per year until 2028 (can be carried over for two years)
- 25.55 Research funds of up to \$7,000 available on a competitive basis

Article 26.00 Benefits

- Faculty receive supplementary health, vision, and dental coverage

Articles 50.00-51.00 Librarians and Archivists

- 50.53(d)(iv) and 50.70 Understanding the letter of appointment and the ability of candidates to ask for accommodations
- 51.00 Continuing appointment and promotion
- Appendix I is the list of activities related to performance as a librarian/archivist, scholarly activity, and service that can be included in yearly career development reports and applications for continuing appointment and promotion

Appendix C Salary Grids

- Salary grids show the annual income for faculty positions for each year of the contract.
- Every July 1st, faculty members move up a step on the relevant grid.

That is it! Please do not hesitate to contact anyone on the AUFA Executive, if you have any questions about the Collective Agreement.

Best of luck!