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## A MESSAGE FROM AUFA'S PRESIDENT

Hello fellow AUFA members! It is my absolute honour to be writing to you as the current President of the Association. As President, I sit on the AUFA Executive Committee with a wonderful team of folks who work hard year-round to ensure that AUFA is functioning and that our members are supported. Your 2025-2026 executive includes me, Stephanie Jones (Past President), Geoffrey Whitehall (President-Elect), Stephen MacLean (Treasurer), Ryan Stack (Communications Officer), Michelle Damour (Member at Large), Sazia Mahfuz (Member at Large), Ciaran Purdome (Member at Large), and Christine Moreau (Part-Time Member at Large). The AUFA executive works alongside our Union Officer, Jane Longley.

My term as President began on July 1<sup>st</sup>, and it sure has been a busy one already! As you all know, the Negotiating Team worked tirelessly all summer long to negotiate our 17<sup>th</sup> Collective Agreement, which was signed on October 10<sup>th</sup>. This required an enormous amount of work, and I would like to extend my gratitude one last time to the Negotiating Team members. Anthony Pash (Chief Negotiator), Paul Abela, Mariah Cooper, Eva Curry, Stephanie Jones, Burc Kayahan, and Jeffrey Sachs: thank you all, so much, for your time and dedication. Speaking from experience from the last round of negotiations, I think we breathed a collective sigh of relief when the CA was ratified. The ability to proceed with our academic year without the major interruptions we've seen at our fellow Nova Scotia institutions—namely the job actions at Dalhousie, SMU, and MSVU—is not something we take for granted.

The signing of the 17<sup>th</sup> Collective Agreement has allowed the AUFA Executive Committee to shift our focus to other (many!) ongoing tasks. In January 2025, several members of AUFA attended CAUT's Organizing School 101 in order to learn how to enhance AUFA's organizational effectiveness and engagement with practical tools and strategies. For me personally, there were a couple of major takeaways from this training that will inform the priorities of my presidential term, including improving communication and rethinking AUFA's organizational structure, with the goal of allowing more members to have agency in multiple venues. Members have already seen a few action items that have stemmed from this training: for example, job descriptions for the [AUFA departmental representatives](#) have been updated and efforts are being made to make these individuals more visible within their home units and more cohesive as a group.

A larger, ongoing task is an attempt to review and improve our standing and *ad hoc* committees. This committee audit will involve reviewing descriptions and mandates of all AUFA committees, conversing with members who have served upon them in the past, and identifying areas for improvement. A part of this initiative is the recently implemented Committee Preference Survey, which functions as a way for members to indicate interest—or lack thereof!—in various AUFA committee roles. The ultimate motivation behind creating a single place wherein members can indicate committee interest is to improve the process by which folks get involved with AUFA. The goal is to expand our reach to the membership and to have better succession planning within the organization so that AUFA is self-sustaining, and so that more members feel empowered within their roles. AUFA committees are the lifeblood of our organization, so I would also like to take this opportunity to thank all AUFA committee members for all the work you do to support our membership.

Finally, one of the goals I have set for myself during my term as AUFA President is to improve communication with other campus groups, including AUPAT, SEIU, and the ASU. Since July, we have been meeting with the leaders of each of these organizations to establish connections and to build cross-campus relationships. These meetings have been incredibly beneficial; it is, in my opinion, crucial to maintain these contacts in order to build trust and strengthen our collective resolve in the current political climate. Despite our success with signing the 17<sup>th</sup> CA, there is, of course, still the looming uncertainty of what will happen with Bill 12/Schedule H, and keeping the lines of communication open—both within AUFA and across campus with our fellow Acadia employees within AUPAT and SEIU, as well

as with our student allies in the ASU—will make us stronger in the face of adversity. None of us knows exactly what will happen, but it will be easier to bear if we stand united and in support of one another.

Thank you all, again, for placing your trust in me and electing me as the AUFA president for 2025-2026. It is certainly not an easy job, but my experience in these past few months has been illuminating and productive, and working closely with my fellow AUFA members on the Executive and standing committees has been, by far, one of the most rewarding aspects of the role. We've got some amazing folks here at Acadia and in AUFA!

*Chelsea A.M. Gardner (she/her)*  
*President, Acadia University Faculty Association*  
 (AUFA) [president@acadiafaculty.ca](mailto:president@acadiafaculty.ca)

## **THE POWER OF OUR COLLECTIVE VOICE: THE VIEW FROM A FIRST-TIME MEMBER OF THE NEGOTIATING TEAM**

By: *Stephanie Jones*

I never thought of serving on the negotiating team. I have served AUFA in several ways but the negotiating process doesn't sit in the forefront of my mind because, from the outside, there are large portions of time that the union is not, technically, "negotiating" our collective agreement. However, I had the privilege of serving on the negotiating team for the 17th collective agreement and I want to share my experiences with you.

The Collective Agreement (CA) is a contract between the Acadia University Faculty Association (AUFA – the union) and the Board of Governors (BoG) of Acadia University (the Employer). The CA is legally binding on the two parties (though not on other parties at Acadia, such as Senate or other employee groups like AUPAT and SEIU). It outlines the terms and conditions of our employment (e.g., responsibilities, processes, evaluation, remuneration etc.), as well as the Employer's obligations to us. AUFA recently negotiated our 17<sup>th</sup> CA with the Employer (signed October 10<sup>th</sup>, 2025), meaning that we are currently operating under the 17<sup>th</sup> version of a CA since AUFA was established as a trade union in 1976.

CAs do not last forever, and we wouldn't want them to: we want to be able to revisit the CA language every few years to ensure the language is relevant, represents our members' needs, and is consistent

with the ever-changing world. The 17<sup>th</sup> CA will expire on July 1<sup>st</sup>, 2028, providing an opportunity to negotiate new terms of our employment. “Negotiations” (a.k.a. “collective bargaining”) refers to the process by which a new CA is created jointly by AUFA and the Employer. For AUFA, a Negotiating Team, appointed by the membership, is tasked with the job of negotiating with representatives of the Employer. Once a tentative agreement between the two parties is reached, the draft CA is presented to the Board and members of AUFA for ratification. If both sides agree to ratify the document (as indeed they did in this case), it becomes the new CA.

Before negotiations began, I thought that the goal of the process was simply to “win”: win more money, win better working conditions, etc. An exciting, albeit daunting task, as I had spent several years upholding the language of the 16<sup>th</sup> CA and now was being asked to radically transform it. Gradually, I came to realize that our actual goal at the table was *to make the CA better*.

Yes, better in terms of improvements to things like remuneration and working conditions. But also, better from the perspective of clearer language, equitable treatment of all AUFA members, and balanced and effective approaches to collegial governance that address systemic and procedural concerns. In hindsight, the goal of negotiations was bigger than I thought, and it became a larger task than I would have been able to see without serving AUFA in this way.

However, serving on the negotiating team is not about knowing or understanding everything about contract language, our CA, or even the processes within AUFA or at Acadia. Knowing everything is not possible. Serving on the negotiating team is about contributing your unique perspective and knowledge, which is combined with other people’s different perspectives and knowledge, to develop solutions to problems that members face on the job. For example, I am an Instructor and so I came to the negotiating team with an understanding of what it meant to be an Instructor at Acadia. Yes, I was there to advance AUFA’s interests as a whole, but I also was there to speak for and represent Instructors in particular. I did my best to communicate on their behalf. Thankfully, I wasn’t flying blind in this task! Instructors on campus told me what they needed through the opportunities AUFA created for members to use their voice—a process that enables everyone to participate in negotiations.

*Every voice in AUFA matters in negotiations* because negotiations start long before the negotiating teams for AUFA and the Employer first meet in a room. Negotiations were an AUFA-wide effort that included all members because preparations for negotiations start the moment a new CA is signed and span the entire life of the CA. Every problem or challenge that is flagged by a member, the AUFA Executive, the

Association Grievance Committee, the Joint Committee for the Administration of the CA, or any other standing or ad hoc committee is documented. The Clean-Up Committee documents typos, grammatical errors, gender pronoun corrections, errors in process or on forms, and much more. The Survey Committee polls the membership for comments, concerns, fears, and suggestions. The Proposals Committee translates the data collected by the Survey Committee into actionable items for the Negotiating Team. And the Negotiating Team uses those proposals to craft new, clearer and, ideally, better language and rationales for proposed changes to bring to the negotiating table.

Overall, AUFA works to move all things forward, with the goal of fostering solidarity among our members and working to ensure everyone in the bargaining unit can contribute their voice to AUFA's work and, in turn, the Acadia community. For members reading, if you have some service time to spare and want to get involved, we are already looking forward to our committee work required for negotiations of the 18th! Check out the 'timeline for the 18th' in this issue and be in touch if you're interested!

## **AUFA SUSTAINED EFFORTS TOWARDS EMPLOYMENT EQUITY SHARED AT CAUT FORUM FOR EQUITY OFFICERS AND CAUT EQUITY COMMITTEE**

By: *Juan Carlos López*, Co-chair of the joint Employment Equity Committee.

A few months ahead of the signing of the 16<sup>th</sup> Collective Agreement (CA), right after we came back from a four-week strike action, I expressed my interest in serving on the Employment Equity Committee (EEC) to our union executive. At the time, we were still waiting for the results of the binding arbitration, but we were already aware that the EEC would be expanded from 4 to 6 members (3 representatives from AUFA and 3 from Administration). Part of the new mandate for the committee was to assign and support non-voting equity representatives for every hire. I had served on the AUFA executive in the past and had been the co-chair of the Survey Committee for the negotiations of the 16<sup>th</sup> CA. As a result of many years of AUFA service, I knew that employment equity was a unifying issue clearly valued by our membership, so I was motivated to contribute to this work. I was not anticipating being the co-chair of the EEC (a bit naïve on my part!), but that was actually what happened. Another aspect that I was not anticipating was the national attention that the work of the EEC would receive.

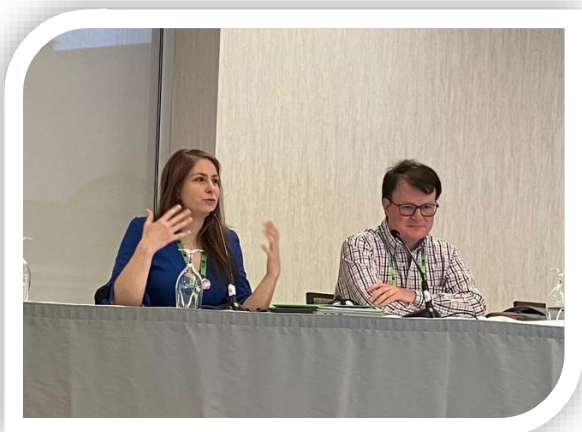
The EEC was contacted by CAUT Equity Committee within the first few months of the signing of the 16<sup>th</sup> CA as they were interested to learn more about the joint model of delivering equity workshops. Equity workshops were introduced in the 13<sup>th</sup> CA, back in 2010, to provide guidance around the particular articles in the collective agreement that dealt with equity considerations. As more and more provisions were included in the subsequent agreements, the content of the equity workshop has changed and now also involves introducing faculty to research in areas such as anti-racist, anti-ableist, anti-oppressive, universal design for learning, and culturally responsive pedagogy and practices. Completion of the workshop is mandatory for all faculty to be able to participate in and vote on any aspect of hiring and promotion procedures. Equity training has been introduced, with mixed results, in different CA negotiations across Canada. In the fall of 2024, we were invited to present at a *CAUT's National Equity Call* focusing on equity, diversity and inclusion (EDI) training on campuses. In this national call, the experiences with using different models for EDI training were discussed and we shared a brief history of gains as well the operational aspects of having a joint committee deliver the training, as opposed to an external partner.

In the spring of 2025, CAUT hosted the *Inaugural Forum for Equity Officers* in Ottawa to bring together equity representatives from across the country to build networks of contact and support while having high-level discussions and strengthening skills to support associations in advancing equity. When I registered for the event as an AUFA representative, I was invited to deliver a session in collaboration with CAUT's Education Officer, Mylène Freeman, that we entitled *Assessing and Reimagining Equity, Diversity and Inclusion Training*. For me, it was an honour to be able to lead the discussion and learn from the experiences of colleagues from across Canada. During the two-day forum, we also discussed and learned about other topics such as data justice, defending equity through governance, association tools for cultural safety and belonging, prioritizing equity in bargaining, and campaigning to take on systemic discrimination.

As of this summer, I became a racialized academic staff member of the *CAUT Equity Committee*. Our mandate is to advise CAUT Council and the Executive Committee on policy matters and activities in relation to equity in post-secondary education and work to develop policy and best practice guidelines on equity, diversity and inclusion. I attended my first meeting as part of this committee in late August. At the meeting, we spent two days discussing priorities, national bargaining gains, CA language, research support, and federal level advocacy actions, as well as how to work with other CAUT groups on equity related issues.

Although EDI work through the faculty association may seem complex and slow-moving at times, I urge my colleagues to stay engaged. The current socio-political state of the continent, and our own country, seems to be driving society away from the many cultural and legislative gains we had made towards equity, diversity, inclusion, accessibility, and anti-racism. As members of AUFA and CAUT, we need to continue upholding these principles. Open and full participation of everyone regardless of gender, ethnicity, religion, sexual identity and/or preference, socioeconomic status, etc. in academic spaces is crucial to our progress and success as a country and a society. As a collective, we need to keep on providing virtual and physical spaces where we can advance discussions guided by these principles, while always aiming at taking the actions required to protect the gains we have presumably made and to further advance new initiatives. I believe that we need to harness the strengths of the equity strategies and practices that have worked, make them visible to others, and support our own and other associations as we negotiate and implement them.

Click here for a [LinkedIn social media post](#)  
*See below some images from the forum*



Mylène Freeman and Juan Carlos López leading the workshop Assessing and Reimagining EDI Training

Left to right: Fabienne Cyrius (Equity Committee Co-chair),  
 Robin Whitaker (CAUT President), Juan Carlos López (AUFA)  
 and Mayurika Chakravorty (Equity Committee Co-chair)  
 at the CAUT Equity Forum for Equity Officers, Ottawa,  
 May 2025.



# REPORT ON CAUT LIBRARIANS' AND ARCHIVISTS' CONFERENCE

By: Ann Smith

In October I attended the conference “Solidarity or Bust: Resisting the Corporatization of Libraries and Archives,” held in Ottawa. This exceptional event was attended by over 60 librarians and archivists from across Canada. The event provided many opportunities to meet and interact with attendees from organizations across the country. Informal discussions at breakfast and lunch were as informative and solidarity-building as the programme itself. My report focuses on the sessions and issues that are likely to resonate with *Communicator* readers, and that I found particularly informative.

The conference started with a territorial acknowledgement and welcome from Grandma Karen (Nenookassiwag kwi) MacInnis, Ojibwa Elder from Walpole Island First Nation (Bkejwanong), and a welcome from Robin Whitaker, CAUT President, and Jennifer Dekker, Chair, CAUT Librarians' and Archivists' Committee. Robin Whitaker emphasized that these are difficult and dangerous times for universities, with government interference in institutions and increasing authoritarianism. Kelly McElroy (University of Oregon State Library) and Meredith Kahn (University of Michigan Libraries), authors of the book *Organize Your Library! Developing the Collective Power of Library Workers*, delivered a lively keynote and question-and-answer session informed by their experiences of libraries as sites of moral panic. They articulated strategies and approaches to not only collectively building unions but also maintaining effective unions through high membership and high engagement. They reminded us that librarians and archivists are particularly good at building engagement with members because we are connected to everyone on campus, we are frequently service-minded, and we are good at working with people. One of the anecdotes that struck this attendee was what the authors called “the third partying of unions”, or strategic rhetoric that enables disengagement of members. Some examples are “the union wants” or “the union’s contract”. This stance minimizes the idea that the union is a body of democratic workers, suggests unions aren’t really representing individuals, and hides that a contract is jointly agreed between the administration and union.

In the session “Corporatization of Libraries,” Joey da Costa (Thompson Rivers University), Brandon Haynes (Toronto Public Libraries and President of CUPE 4948), and Anna St-Onge (York University) articulated the many ways that corporatization is impacting our collections, vendors, discovery systems, archives and special collections, and the functioning of public libraries within Toronto. Common themes



included the removal of the librarians and archivists from decision-making, sometimes the removal of any humans in the case of unstaffed public libraries in Toronto, monetizing collections in the case of special collections and archives, archives functioning as an extension of the university's influence machinery, and the monetization and intellectual property issues surrounding publishers and vendors changing the model of the eBook market to their advantage. The continuing trend of corporatization leads to the lobotomizing of the institutions as professionals and staff are removed from participating in decision-making or participating at all.

A timely session on Artificial Intelligence proved to be one of the most engaging sessions at the conference for this attendee. The three panellists — Cecile Farnum (Toronto Metropolitan University), Hannah Johnston (York University), and Frederick Plamondon (Université du Québec à Montréal) — covered a whole range of AI perspectives which could in themselves be a workshop or the basis for a CAUT conference. AI is a divisive issue in librarianship, with people decamping into techno-positive and AI-critical groups. The panellists emphasized that it is important for AI-critical people to remain in the room when processes, products, and services are being developed and discussed in libraries to ensure AI-critical perspectives are included. In universities (and other venues), AI is often presented as removing “redundancies” in work or removing low-value tasks at universities. However, in universities, interactions are complex and messy. The panellists were clear that we need to demystify AI in order effectively to regulate it. The Ontario Council of University Libraries (OCUL) has released an important report on AI and machine learning: [https://ocul.on.ca/sites/default/files/20240625\\_OCUL-TFMLAI\\_FinalReport\\_Strategy\\_WEB.pdf](https://ocul.on.ca/sites/default/files/20240625_OCUL-TFMLAI_FinalReport_Strategy_WEB.pdf). It is techno-positive in terms of tone. OCUL is currently exploring the potential of an AI-assisted chatbot. Panellists were clear that we need to be exploring contract language surrounding AI and data in libraries. The question we should be asking ourselves is “What would AI language look like in a CA for librarians and archivists?”

Participants engaged in two high-energy workshops. The first workshop was “Organizing for Power – The Tools of Resistance”. In teams we developed skills to identify leaders who would help develop high engagement to get a super-majority to sign a petition in a round of pre-bargaining. We worked through a scenario to identify (and rank) leaders who would move members the most. It became apparent to participants that leaders may emerge from many contexts. The second workshop was “Collective Bargaining”. This workshop enabled participants to work on making a workload issue a union-wide bargaining priority. This participant welcomed the opportunity to work on practical messaging strategies aimed at both members and administrators.

I was sponsored by AUFA to attend this conference and I appreciate the opportunity to learn from and participate in this great event.

## **CAUT ORGANIZING SCHOOL 101, JANUARY 2025**

By: *Stephanie Jones*

I was pleased to have the opportunity to attend CAUT's Organizing School 101 in January 2025 (along with four other AUFA members: Natalie Swain, Chelsea Gardner, Rachel Brickner and Christine Moreau). CAUT Organizing School 101 runs annually with the goal of introducing faculty associations, many of whom are unionized, to information, tools, and strategies to strengthen the power of their associations and engage in ongoing organization of their memberships. A union that can connect with and mobilize its members quickly is powerful, particularly in the context of collective bargaining and/or job action. The four virtual webinars provided an opportunity for attendees to engage with other faculty associations, CAUT employees and executive members, and guest speakers to discuss organization challenges and practical solutions for drawing members in and eliciting consistent connection and involvement. Topics included how to engage in one-on-one conversations with members and how to build and keep track of engagement through small steps and over time. For example, Dr. Larry Savage (Professor, Labour Studies, Brock University) presented on the organizing model of unionism, connecting it to his own research within labour studies at Brock University and his service as Chief Negotiator for the Brock University Faculty Association since 2017. The online sessions were combined with offline applied activities as well as individualized faculty association support from CAUT staff on the application of the principles of organization in our own faculty association.

Organizing School 101 highlighted to me directly that there is a tendency within AUFA (it is not unique among faculty associations according to our fellow participants) to place much of the responsibility for organization and action of AUFA on the President of the Association. As there are numerous collective agreement-defined tasks that the President of AUFA is required to do as part of their role, the service commitment has ballooned far beyond what I would consider reasonable. Unfortunately, the size of this role means that the position is not sustainable: it makes it more difficult for people to step into the President position, and it makes it much more challenging for someone to stay in this role for longer than a year. There are also many small, regular contributions that members of AUFA can engage with that result in a much stronger union moving forward. As three of the AUFA members in attendance to

CAUT's Organizing School 101 currently sit on the AUFA Executive, we have made it a point to apply the ideas and concepts we learnt in this training to AUFA's organization.

## **CAUT COLLECTIVE BARGAINING 101, MARCH 2025**

*By: Stephanie Jones*

As a member of the Negotiating Team for the 17th Collective Agreement, I attended CAUT's Collective Bargaining 101 training session in person on March 21st – 22nd, 2025 (along with Chief Negotiator, Anthony Pash). Topics ranged from collective bargaining basics (e.g., definitions, legal framework) to managing the negotiating table (e.g., preparing proposals, initial exchange of proposals). One of the most valuable parts of this conference was a simulated collective bargaining exercise where we worked in groups to determine how to approach bargaining for a specific goal within the context of a mock faculty association. This included developing strategies for the team to communicate with the negotiating team of a mock university administration, with association members, and with the public about our efforts. In addition to these applied exercises, there were presentations from specific faculty associations about their collective bargaining experiences and broader group discussions about challenges to collective bargaining. CAUT also provided collective bargaining updates from across Canada, and we heard from CAUT's legal team about arbitration cases fought and won across Canada.

To be honest, I had no idea what to expect when I registered for this training. I thought, perhaps, I would learn specifics about the process/structure of how collective bargaining was supposed to unfold. Up until this point, I had heard only about the collective bargaining context within Acadia, so the most valuable information came from connecting with people from other associations and hearing about their real-life experiences with collective bargaining. This was an opportunity for me to ask questions and engage with people about what they encountered and how their experiences aligned with their expectations. As Anthony Pash also attended and had committed to serving as AUFA's Chief Negotiator for the second time, I was also able to debrief on several occasions with Anthony, discussing what I learnt in the sessions as compared to his AUFA collective bargaining experiences. I walked away from this training prepared for a variety of possibilities within collective bargaining for the 17th collective agreement. I think it was a strong position to be in: expecting a variety of possible scenarios and having thought through what each might look like and how each might impact AUFA.

## FORTHCOMING: THE 18<sup>TH</sup> COLLECTIVE AGREEMENT

The 17th Collective Agreement is signed, and while there is work to be done to ensure that its provisions are enforced, we can also start to look ahead to the next round of collective bargaining. It is still some ways off, but not as far as you might think! The work of ensuring decent faculty working conditions (and students' learning conditions!) is an iterative process.

Why is it important, already, to start looking ahead to, and preparing for, the next round of bargaining? Negotiations for the 17th Collective Agreement took place under unusual circumstances. We were fortunate to be dealing with an administration team that seemed motivated to reach a deal in a timely fashion. As our negotiating team told us, they came to the table well-prepared, and ready and willing to bargain. As longstanding AUFA members know, this has not been the norm. This may partly have been due to the personalities involved, but also there were specific circumstances (relations between the Board and university administration, relations with government, and labour relations at other universities in the province) that are unlikely to be repeated, even if we find ourselves facing the same people across the negotiating table in 2028.

No matter what the circumstances may be in 2028, our team needs to come to the table with a set of proposals that they are confident are backed by the membership. And they need to have the tools—potentially including a strong strike authorization vote—to convince the Board's team that our proposals are serious. Organizing to reach the point where we have a set of proposals strongly backed by the membership is a long process, and one that requires many people pulling together. If you are interested in being involved in this process, please contact the AUFA Executive!

As we look ahead, here are some milestones in that process (specific dates reflect AUFA Constitution mandates):

**Winter 2026:** Executive for 2026-27 chosen

**January 2027:** Executive chooses Chief Negotiator; Executive appoints survey committee

**Winter 2027:** Executive and Chief Negotiator choose other members of Negotiating Team

**April 2027 (AGM):** Election of Negotiating Team

**Winter/Spring 2027:** Survey committee designs and tests survey of member priorities

**Spring 2027:** Executive appoints proposals committee and communications committee (communications committee term begins 1 May)

**30 June 2027:** Deadline for sending survey to members

**15 September 2027:** Closing date for membership survey

**Fall 2027:** Survey team presents summary of membership survey (“normally” by October 15)

**Summer and Fall 2027:** Proposals committee consults membership, assembles bargaining proposals

**Early 2028:** Proposals committee presents bargaining proposals to membership

**Winter 2028:** Proposals committee designs second survey (of bargaining priorities); survey conducted “normally by... April 30.”

**May 2028:** Negotiations begin

**May 2028:** Executive appoints job action prep committee

## PSE LABOUR UPDATES

News from other Canadian faculty unions since May 1, 2025:

- New collective agreements were achieved without labour disruptions by the following associations: CUASA (Carleton), MRFA (Mount Royal), GMUFA (Grant MacEwan), StMUFA (St. Mary’s (Alberta)), TUCFA (Calgary), OHFA (Osgoode Hall), APPUSB (St-Boniface).
- ASTFA (Atlantic School of Theology) also reached a tentative agreement without a labour disruption, but only about 1/2hr before a strike deadline.
- APPBUSA (Ste-Anne) secured a collective agreement in mid-November, without a labour disruption but after one year in collective bargaining.
- DFA (Dalhousie) was locked out on August 20 and launched a defensive strike on August 22. A tentative agreement was reached early on September 17.
- CUPE 3912 (part-time faculty at Dalhousie, Mount St Vincent, and St Mary’s) went on strike at SMU and MSVU on October 23. (Dalhousie members reached a tentative agreement on October 21). Tentative agreements at SMU and MSVU were reached in mid-November (ratified on November 17).



## AUFA IS HOSTING A SOCIAL!

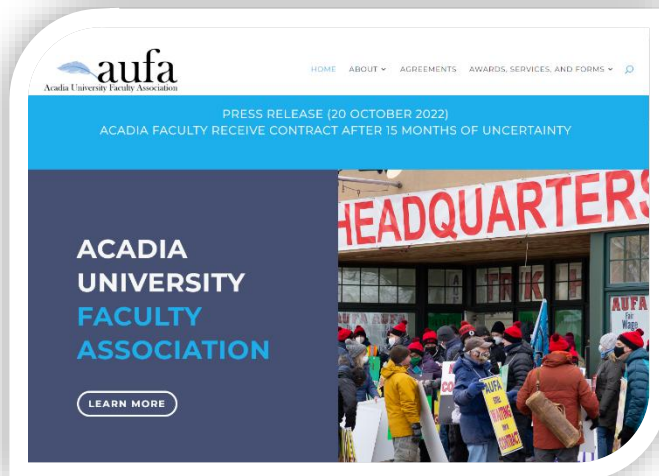
Thursday December 11<sup>th</sup> from 4pm to 6pm  
At the Royal Canadian Legion, 310 Main street, Wolfville

**CELEBRATE THE END OF TERM AND CONNECT WITH OTHERS!**

- All AUFA Members (partners/children) are invited
- Food will be provided
- A kids activity table will be available

If you have any questions, please contact  
Stephanie Jones ([stephanie.jones@acadiau.ca](mailto:stephanie.jones@acadiau.ca))

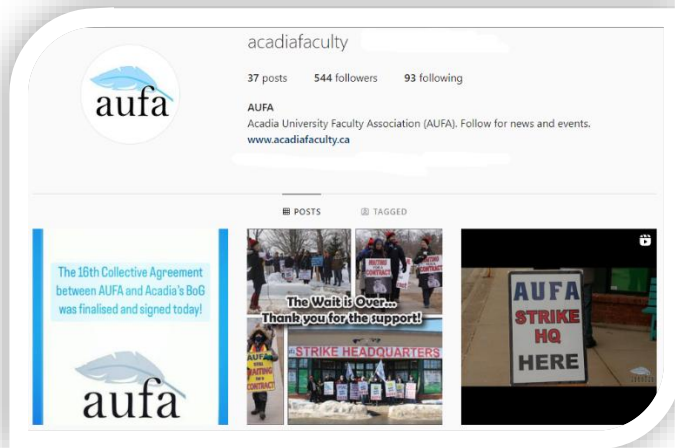
## CONTACT US



Check out the AUFA  
website!

Visit our  
Bluesky account!





Follow our  
Instagram page!

**Do you have questions for the association? Don't hesitate to reach out!**

- [Chelsea A.M. Gardner](#) (AUFA President) or [Jane Longley](#) (AUFA's Union Officer) can answer general questions or concerns. You can also email the [AUFA supported email address for the President](#).
- [Elyana Matos](#) (Part-Time and Limited-Term Faculty Outreach Coordinator) can answer questions about issues related to part-timers.
- [Andrew Biro](#) (Chair of the Communications Committee) can answer questions about the contents of this newsletter.

The Communications Committee is Andrew Biro, Christine Moreau, Ryan Stack, and Britanie Wentzell. Special thanks to all our contributors, copy editor Erin Patterson, and Jane Longley.

***We encourage your contributions (letters, articles, article summaries, and other pertinent information). Anonymous material will not be considered for publication; however, under special circumstances, the AUFA Communicator may agree to withhold the author's name. The Communicator Committee retains the right to edit and/or reject contributed material.***



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