



Bulletin

Right to Union Representation

The Bulletin is provided to Members to address issues of interest that may have an impact on Members' academic lives.

The right to union representation is a right and privilege of union membership. A Member should *insist* on the presence of a union representative in any formal meeting with a University Administrator. Per Article 1.4.1.1 of the *Collective Agreement*, Members "shall have the right of StFXAUT representation at any meeting with an Academic Administrator."

Academic Administrator is defined in the *Collective Agreement* (in Article 1.1 Definitions) as "a person who holds an academic administrative position (ie: Dean of Faculty, Director of School (with the exception of the Director of the School of Nursing), University Librarian, Academic Vice-President & Provost, President), or a person authorized to act in that capacity."

The purpose of union representation in a meeting is to help guide and assist the employee and safeguard not only their interests, but the interests of the entire bargaining unit.

A knowledgeable union representative can:

- be an emotionally uninvolved observer and note-taker, and where appropriate, an advocate;
- ensure a Member is treated fairly, equitably, and respectfully, and is not unjustly reprimanded or punished; and

- identify inequities, faults or weaknesses in the position of the Administrator.

While Members can and have chosen not to have StFXAUT representation, Members are encouraged to contact a Co-Chief Grievance Officer or the President to raise issues of concern and arrange for assistance at a meeting with any Academic Administrator. Please be assured your chosen union representative, usually a member of the Executive or Grievance Committee, has your best interests in mind, and keeps all details of the meeting confidential.

For the 2020-2021 academic year, the Co-Chief Grievance Officers, along with their areas of responsibilities, are:

- Andrew Foran (aforan@stfx.ca)
Faculties of Science and Business, Coady (& Extension), Learning Skills Instructors, Discipline
- Mary Oxner (mmoxner@stfx.ca)
Faculties of Arts and Education, Librarians, Rank & Tenure, Collective Agreement

Grievance officers are here to help, not just to initiate grievance action, but in any way possible. They prove invaluable in providing support, guidance, and clarification on matters involving the [Collective Agreement](#), which can be accessed on our website <https://www.stfxaut.ca>.

The 2020-2022 President of the StFXAUT is Martin van Bommel (mvanbomm@stfx.ca).