

January 31st, 2023

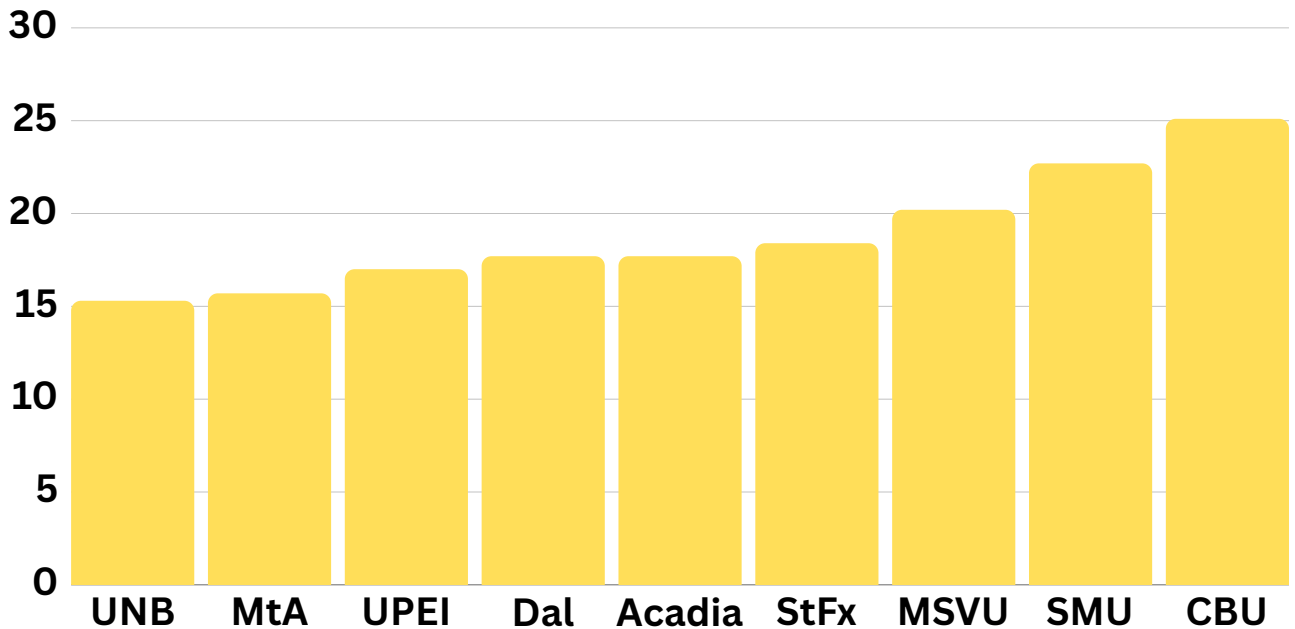
CBUFA Info Sheet

for our students and the public

Publicly accessible documents and the employer's recent comments reveal an administration with ample money and little respect for its faculty. As this document demonstrates, they should redirect those funds toward student and faculty causes, not admin growth and compensation.

CBU Has the Highest Student to Full-Time Faculty Ratio in the Atlantic Provinces at over 25:1

■ Students per full-time faculty member



Source: "Canada's Best Universities by Student-Faculty Ratio", Maclean's, Oct. 6, 2022

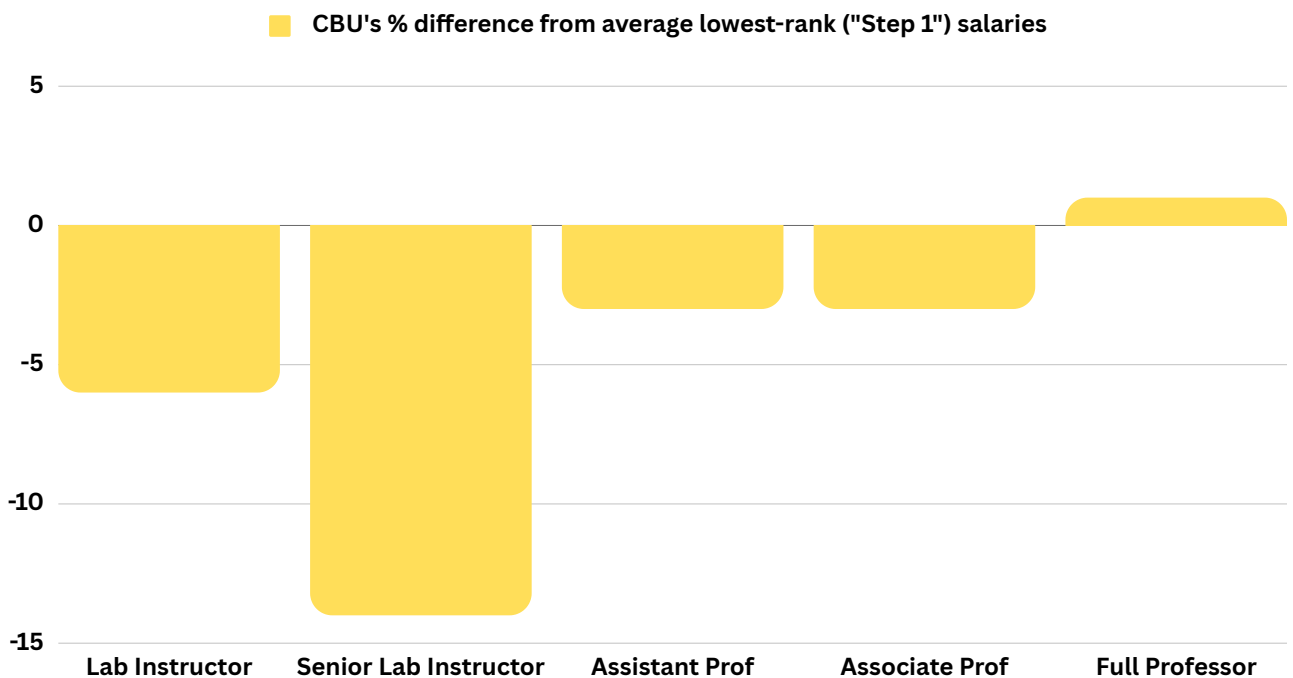
Nine Years of Growth at CBU: 2.3x the Admins Yet Only 1.4x the Faculty

Where's the tuition going? Not just buildings!

Year	2011/12	2020/21
President and VPs	6	7
Deans	4	8
Directors	7	17
Managers	9	24
Others	0	4
Total	26	60

Source: "A Culture of Entitlement: An Overview of Administrative Compensation at Eight Nova Scotia Universities", Association of Nova Scotia University Teachers

The Lowest-Paid Faculty Salaries at CBU Are Underpaid Compared to StFX, Acadia, MSVU, and SMU's Average

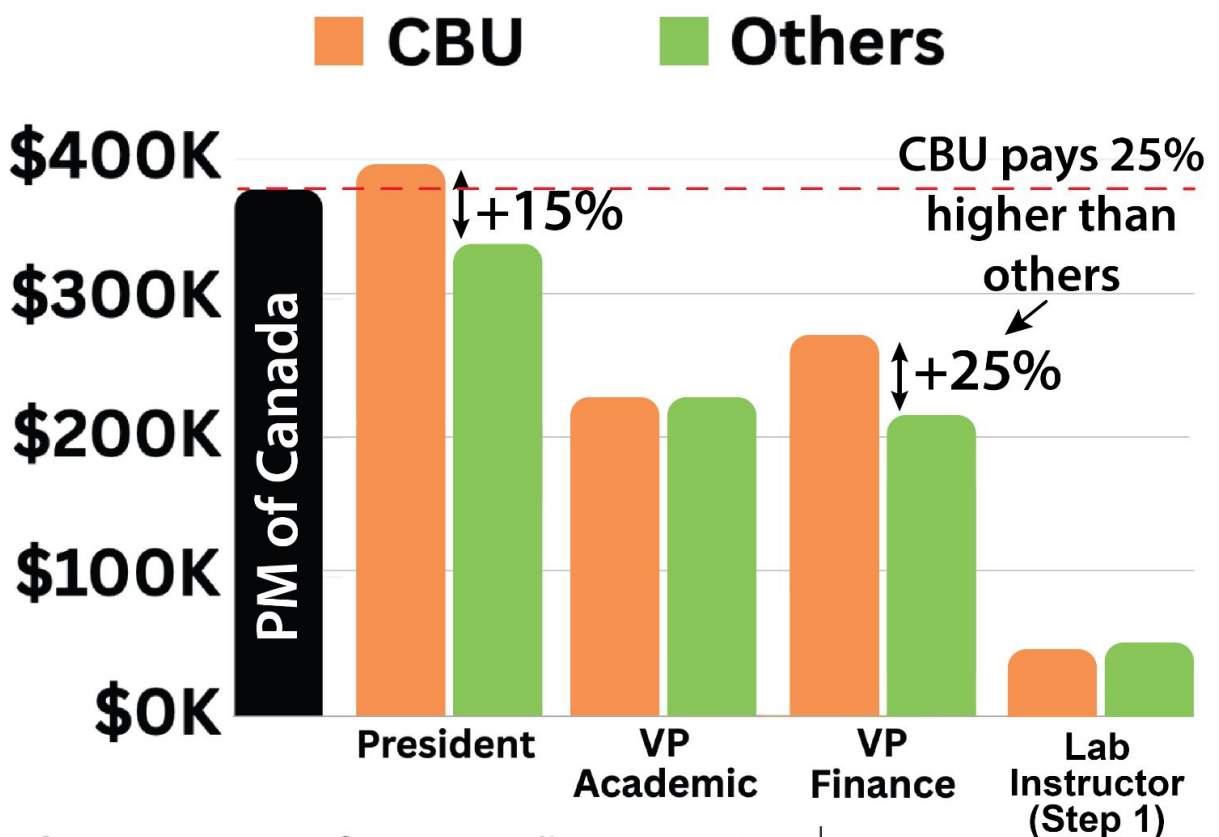


Source: collective agreements from CBU, StFX, Acadia, MSVU, SMU

Reminder: Many of CBUFA's newer members are coming off years of graduate education, post-doctoral research, and precarious teaching—years when they received very modest incomes. Ensuring a fair and equitable salary enables them to begin a new life with their families as part of the Cape Breton community.

Admins at CBU Pay Themselves Too Much

(even relative to the same overpaid positions elsewhere in NS!)



+ Others = average of StFx, Acadia, MSVU, SMU |
Source = NS Public sector compensation disclosure reports

- CBU's President (at \$393,000) is paid 15% more than average—and more than the Prime Minister of Canada.
- CBU's VP Finance (at \$279,000) is paid 25% more than average.

...but it's not just about salaries!

The Employer Lacks Commitment to Our Labour Rights and Work Conditions

Between 2018 and the present, CBUFA has amassed numerous **grievances** (formal labour complaints) against our employer. To be specific, we've reached:

64	Grievances Filed
32	Grievances Awarded in CBUFA's favour
12	Grievances Still Active
7	Arbitrations Arising from Grievances
4	Arbitrations Awarded in CBUFA's favour
2	Arbitrations Still Active
3	New Arbitrations Filed as of January 27th
2022	The Year With the Highest Number of Grievances (20!)

And yet USask, a school 6 times our size, has, on average, 7 grievances per year!

We Teach Students Respectful Dialogue—Why Won't the Employer Have Productive Conversations with Us?

A Lengthy Timeline of Dysfunctional Negotiations:

- Jan. 2022: Prep work begins.
- July 8. During first day of bargaining, CBUFA presented a detailed 94-page proposal (including financial requests). Employer did not present anything until the next session.
- July 18-22. Employer provides their "ask" (including the precarious "teaching scholar" position) but does not offer a complete, detailed proposal.
- Aug. 9. Bargaining impasse on teaching scholar.
- Aug. 10. CBFUA attends scheduled bargaining session but no employer.
- Sept. 9. CBUFA authorized exec to conduct a strike vote.
- Sept. 13-15. online strike vote yields 181 yes and 17 no votes (198 of 216 members vote).
- Oct. 12-13. Agreement to file for joint conciliation.
- Dec. 13-14. Conciliation (first day lost due to storm).
- Jan. 4. Another scheduled conciliation day fails. Cooling off period begins.
- Jan. 23. Last meeting with a conciliator. Final financial proposals exchanged. In strike position.
- Jan. 27. Strike begins.

What Can Be Done?

- **Let everyone know** the employer should come back to the bargaining table. **Screenshot** your social media posts because the employer is **deleting or locking** anything that makes them uncomfortable.
- Ask for **proof in writing** that you'll receive a tuition refund. Is it fair? Check the math.
- Read about other universities on strike because these issues aren't limited to CBU.
- Advocate for **responsible growth at CBU**. The response to the housing crisis has been "too little, too late" for our international students. **Administrators shouldn't be receiving raises for enrolling students who can't be safely and comfortably housed.**
- **Tell the CBU admin: students don't profit from profit-driven education!**