



McMaster University Academic Librarians' Association

c/o MUFA (McMaster University Faculty Association)

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6 March 2019

Board of Governors
Nova Scotia College of Art and Design
5163 Duke Street
Halifax, Nova Scotia
B3J 3J6, Canada

Dear Board of Governors,

Academic staff at NSCAD have been working without a contract since June 30, 2018. It is imperative that NSCAD's Board of Governors and administration take steps to reach a fair and equitable settlement with the FUNSCAD and end the strike.

NSCAD faculty and staff have made significant sacrifices over the last seven years to help the university recover from its financial crisis. In 2016, FUNSCAD supported NSCAD's fiscal recovery by agreeing to roll over their previous agreement and defer efforts to bring teaching load and working conditions into line with other universities in Nova Scotia. NSCAD faculty and librarians have accepted wage increases well below other academic staff in the province, including 0.0% in 2011, and have watched the real value of their salaries decline over the last 7 years.

As the university's financial situation and enrolments improve, it is time for the Board to acknowledge the enormous effort that NSCAD's faculty and staff have made to recruit and educate excellent students, to preserve NSCAD's world-class reputation, and to restore the institution's financial viability. It can do so by negotiating a respectful collective agreement that provides fair compensation, job security, and sustainable and equitable working conditions. Instead, it has chosen to force a strike, to the detriment of the entire NSCAD community.

It is time to stop borrowing on the sacrifices of academic staff at NSCAD. Please take the steps necessary to ensure a settlement that:

- Protects the numbers of full-time faculty (faculty complement) from further erosion;
- Establishes a realistic and sustainable balance among teaching, research, and service;
- Brings NSCAD salaries closer to provincial norms;
- Provides job security for precariously-employed instructors;
- Promotes equity for librarians, staff with parenting and caregiving responsibilities, and Indigenous academic staff

I support members of the Faculty Union of the Nova Scotia College of Art and Design. I ask that you return to the table and negotiate a fair, respectful and equitable collective agreement. End this strike now.

Sincerely,

A handwritten signature in black ink, appearing to read "Denise Smith", written in a cursive style.

Denise Smith
President
McMaster University Academic Librarians Association