

I am here today specifically on behalf of the Cape Breton University Faculty Association (CBUFA) and the Association of Nova Scotia University Teachers (ANSUT) though all unions have reason to be concerned about the precedent that Bill 100, "The University Accountability and Sustainability Act," would set were it to become law.

Of course we are entirely supportive of making post-secondary institutions in N.S. accountable and sustainable. But we feel that very few elements of this proposed bill actually aim at that those worthy ends.

Our concern is that this bill will be used to lay the blame for any economic difficulties our universities may be in at the feet of faculty, librarians, lab instructors, and so on. And the bill, as laid out in sections 8, 22, and 23, is prepared to revoke the constitutional right of unionized employees to take job action—in the event that it is necessary—within the collective bargaining process.

Moreover, we believe that Bill 100 will undermine key democratic principles fundamental to the common good, such as: academic freedom in the public interest to offer programs of instruction and to conduct research independent of 'the social and economic priorities of the Government' of the day [cf. sections 12(1), (g),(h) and 20 (2)]. In the end, Bill 100 will favour programs that are currently in fashion, and which, not coincidentally, are the ones most conducive to a corporate agenda. More traditional programs in the arts and sciences will bear the brunt of any program cuts that come about under the auspices of this bill. And that is bad for both students and faculty.

Faculty ranks in the province have mostly either remained stagnant or decreased and our pay increases have typically been at or below the inflation rate. Hence, if our universities have become unsustainable, then the cause of that lies elsewhere. We suggest that we look to two areas: increasingly bloated administrations, as was made clear in ANSUT's 2012 report, *A Culture of Entitlement*

() and some truly outlandish decisions made by senior administrators and their Boards. Some of these, like Acadia's 'Advantage' Program, chased students away as Acadia priced itself out of the market, while others have been the result of irresponsible building projects – as has been the case, for example, at Dalhousie, NSCAD, and StFX. How else, for example, are we to explain the approximately \$125 million debt at StFX during a time of lean faculty raises and increasing enrolment?

While Bill 100 speaks of some ways to address these matters, it will still require senior administrators, those who have been mostly responsible for the problems, to find 'solutions.' And if unions working on campus don't like those solutions (read, "downsizing" or layoffs and wage freezes) then they will take away our right to grieve and to strike, which is the only leverage labour has in collective bargaining.

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