

February 27, 2019



**MEMO**

**TO: NSCAD COMMUNITY**

**RE: NOTICE OF UNION INTENTION TO STRIKE**

Dear members of the NSCAD community:

I am writing to inform you that NSCAD has received official notice of the Faculty Union's intention to strike (FUNSCAD, Unit I). Notice is required 48 hours in advance of a work stoppage. This means that the Union will be in a legal strike position on Thursday, February 28 at approximately 4:00 p.m. The Union has advised us that they plan to take strike action starting at 8:30 a.m. on Friday March 1, 2019.

On behalf of the Board of Governors, the NSCAD bargaining team has worked very hard to reach a deal with the Union at the negotiating table. NSCAD sincerely appreciates the work of our faculty and the vital contributions that they make to our university. We have tried to negotiate an agreement that is fair to our faculty, affordable in the short-term, and sustainable in the long term.

We remain ready and willing to meet with the Union at any time if we believe there is the possibility of reaching a deal that does not put the future of NSCAD in jeopardy.

**In the event of a work stoppage:**

The University has developed contingency plans in an effort to minimize the impact of a labour disruption on students. Our priority is to protect your interests.

Information on classes and the impact of a strike on services will be posted on the NSCAD University website: <https://navigator.nscad.ca/labour/>.

We are committed to keeping you updated throughout this process and as we prepare for a possible work stoppage. Please direct your questions to [Labour@nscad.ca](mailto:Labour@nscad.ca).

Sincere regards,

A handwritten signature in black ink, appearing to read 'Dianne'.

Prof. Dianne Taylor-Gearing, FRSA  
President, NSCAD University

## **FREQUENTLY ASKED QUESTIONS**

### **What union is preparing to be on strike?**

FUNSCAD Unit I, representing full and part-time faculty.

### **When could a strike occur?**

FUNSCAD Unit I is in the position to withdraw services as of Thursday, February 28 at approximately 4:00 p.m. FUNSCAD has advised that they will take strike action on Friday, March 1 commencing at 8:30 a.m.

### **Will classes be affected by a strike?**

NSCAD will provide information on scheduled classes, which will be posted on our labour website.

To be clear, classes taught by FUNSCAD Unit I employees will be cancelled during a work stoppage. Classes taught by non-FUNSCAD Unit I employees will continue as scheduled. Extended Studies classes continue as scheduled.

All students are expected to report to classes that are unaffected by the strike and to complete assignments and readings.

### **Will we enter the university facilities any differently?**

There will be only be one means of entrance at each of the university's three campuses: the Port Campus, Academy Building and Fountain Campus. At the Fountain Campus, access to the building will be possible through the Duke Street entrance.

Everyone entering NSCAD will need to show their I.D. card and sign in with security. **Please note:** students and staff will need to make sure that their NSCAD identification cards are up to date, with the most recent sticker on the back. If not, registered students can go to the Office of Student and Academic Services to have IDs validated.

### **What services will be available to students?**

The Office of Student Experience will be open as usual to serve students. In addition to providing registration services, the office will continue to process applications for admission to NSCAD, arrange academic and personal advising, provide information for off campus and international programs of study, assist with financial aid and applying for scholarship awards, and more.

Registration for classes is also possible through Web Advisor, accessed through the NSCAD website, [www.nscad.ca](http://www.nscad.ca).

### **Should we take precautions with our work?**

Yes, it is a good idea to ensure your work and belongings are secured. That's a good idea in any case.

**Will the library be open?**

Yes, the library will be open. Librarian technicians are part of FUNSCAD Unit II.

**Will the bookstore be open?**

Yes, the bookstore will be open.

**Will the gallery be closed?**

The gallery will remain open.

**Will there be picket lines?**

If FUNSCAD Unit I goes on strike, it is expected there will be picket lines at all three campuses. Those on the picket lines are required to keep moving and allow free passage of non-striking personnel—staff and students—to enter and leave the buildings.

Picketers may attempt to dissuade you from crossing the picket line, although it is illegal for striking workers to use threats, force, or physically block the way. Remember, you have the legal right to continue to arrive at school, attend classes and use university services during a strike. However, you may want to give yourself extra time to arrive to class.

**In the event there is a strike, how will staff and students be kept informed?**

Updates at the university will be posted on <https://navigator.nscad.ca/labour/> and sent to your NSCAD student email.

**What is the status of negotiations with NSCAD's other unions, FUNSCAD Unit II?**

Negotiations between FUNSCAD Unit II, representing technicians are continuing.

**Will the term be extended?**

As of now, we are hopeful that the term will not need to be extended. We will keep you informed if there are developments that will affect your term.