

AAU FAQ — Updated After May 6 Town Hall & Impact Meetings

Updated: June 3, 2026

This FAQ reflects the questions raised by members during the May 6 town hall and the information provided by NSCC HR, including commitments made by Tracy Wolbaum. It will continue to be updated as new information becomes available.

1. Support for Newer Staff & Severance

Q: How will the union support staff with less than 5 years of service who are not entitled to severance?

Under Article 26, severance applies only to employees with five or more years of continuous service.

However, *all* impacted regular employees — regardless of years of service — have access to:

- the full Article 26 displacement/placement process
- the right to be considered for comparable roles
- the right to be placed on the Reinstatement List
- priority hiring under Article 13.5 once on the Reinstatement List

The AAU will support all impacted members equally. Union dues do not determine severance eligibility; the Collective Agreement does.

2. New Positions, Job Fact Sheets & Consultation

Q: Has the union received job fact sheets for the new positions?

Not yet.

Tracy committed to:

- Share job titles and descriptions for the new student support roles
- Provide job fact sheets before employee profiles are due

This is now an HR action item.

Q: What are the new student support roles?

Tracy confirmed three new PS3 roles:

- College & Career Prep Coordinator
- Student Peer Mentorship Coordinator
- Student Success and Retention Specialist

These roles will be part of the Article 26 matching process.

3. Reinstatement List, Benefits & Pension

Q: Does the College pay health benefits for employees on the Reinstatement List?

Tracy committed to confirm this with her team. Group Benefits could be available by converting to a private insurer. Please see document [linked](#).

We will update members as soon as HR provides a definitive answer.

Q: How will LTD members receive information as they are unable to access information on Connect?

Tracy committed to having her team follow up with LTD members to ensure they receive basic information despite authentication barriers and the AAU will be posting in the Members' Portal on their website to keep all members informed.

4. Accommodations & Human Rights

Q: How will disability accommodations be considered during matching?

NSSC will

- Add a section to the employee profile form for employees to indicate restrictions/limitations
- Have Laura Carter reach out directly to members who raised concerns
- Work with the ERN and HR teams to ensure accommodations are considered proactively

This is now an HR action item.

5. Seniority Lists

Q: When will updated seniority lists be available?

Tracy committed to:

- Provide updated seniority lists with departed employees removed
- Review discrepancies reported by members

The AAU will send all reported issues to HR.

Update: An Interim PS seniority list has been provided on May 13. This list has members removed who no longer are with NSCC but does not reflect members that obtained regular status since the Fall of 2025.

6. Timeline & Process

Q: What are the next steps in the Article 26 process?

Tracy confirmed:

- Employee profiles are due May 13
- HR meetings begin May 14
- Step-one offers may not require detailed profiles
- Employees have three days to consider their Step-one offers
- The three-month paid notice period begins when employees receive their options letter

Q: If a member chooses to take a position at a lower classification, do they immediately go to the lower pay, or do they remain at the higher pay grid until the 3-month?

If an employee is offered and elects to take a lower classified position, they would start in that position and receive the pay with that position. The lower pay would take effect on the day following the end of their paid notice period.

Q: Step One placement would be same classification, same campus. What if you work from multiple campuses?

This question will be raised with leadership and AAU will provide more information when available.

7. Library Services & Learning Commons

Q: How many Campus Librarian positions were eliminated?

Tracy confirmed:

- 11 librarian positions were eliminated, eight active librarians in those roles
- Only one new Campus Library Coordinator (PS3) role was created
- That role will go to the highest-seniority librarian
- 11 new LCA/TCA roles (NSGEU OS) were created as part of a shift to Learning Commons support

Members raised concerns about:

- loss of professional librarian expertise
- pay inequity
- shifting AAU work to OS roles
- the impact on student learning, accessibility, and research support

The AAU is treating this as a significant issue.

8. Student Services, Workload & Centralization

Q: How will workload be balanced between designated and non-designated student support roles?

Tracy committed to flag this to leadership and follow up with relevant teams.

Q: How is staff to navigate the Get Started event?

Tracy committed to:

- Flag to leadership the need for scripts and guidance
- Ensure staff know how to describe available services

9. Split Roles & Outdated Job Fact Sheets

Q: How will split roles be handled?

Tracy acknowledged this is complex and requires further clarification.

Q: What if my job fact sheet is outdated (e.g., Assistant Registrars)?

The College would use the information on file and Tracy will discuss with leadership to see where JFS documents don't align with expectations and actual jobs.

Update: the AAU has requested updated JFS documents and provided the College with a list of JFS documents with dates to review.

10. Cultural Support Roles

Q: What is happening with cultural support roles?

The number of designated roles is going to remain the same and NSCC will continue to have student support roles at campuses.

Q: The cultural supports employees were told by HR that placement in the cultural positions at their respective campuses were their only options under Article 26. Could they not be offered any PS3 position, if they have seniority and are qualified?

The statement was made by HR only if they were offered a placement opportunity at **Step 1** of Article 26.

13. Convocation & Operational Capacity

Q: Who will handle convocation and major events now that PS roles are cut?

The College has not provided a plan.

Members raised concerns about:

- loss of institutional knowledge
- unrealistic expectations
- workload redistribution

The AAU is seeking clarity.

14. I am on LTD and a role would be held for me to return to. What does this role look like?

This is usually addressed when the Employee returns to the College and they would work with the Employee Health and Wellness team at that time.

15. An Achieve Program Coordinator Position was posted. Would posting professional support positions not be on pause until all those impacted or those that may be impacted have been provided with their options?

HR:” Yes, for some vacancies, the College will still post them as they might not end up getting offered/accepted in the placement process. If the vacancy does get used as a placement, we will simply cancel the competition. This just allows the College to move things along more quickly if it doesn’t end up getting filled through Article 26.”

16. Article 26

Q: In the choices outlined, what does OR mean - does it indicate in descending or that any of those options could be chosen? It says that its in order in 26.4 h but it is not clear to me whether this applies within a step the way that the options are written down. So, if it's in order, does Step 2 follow (a) placement College THEN (b) displacement options - campus....etc

A: “Or” speaks to being an option. If there are both placement and displacement options available, both will be presented to the employee who can choose the option that is best for them. All available options at Step 2 will be presented as options to the employee

Q: For Placement (option a of Step 2), what does 'College' mean? At any campus in the College?

A: Yes – any campus

Q: What does 'least possible seniority mean'- I think I understand it to mean that if you displace someone, it would be whomever had least seniority

A: yes – whomever has least seniority that the employee is eligible to displace

How to Ask More Questions

Members can continue to send questions for Tracy Wolbaum to:

president@atlanticau.ca or email the AAU office at coordinator@atlanticau.ca